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Edited by EDITH ABBOTT

A Professional Quarterly for Social Workers

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So They Say

• We are desperately in need not of new truths but of passionate devotion to old truths.—FELIX FRANKFURTER, *Associate Justice of the U. S. Supreme Court.*

• Without justice we can have no guarantee of permanent peace. With justice the peace of the world is unassailable.—LORD COURTNEY, *20th century English statesman.*

• Wartime elimination of summer vacations at most colleges has helped students avoid a great amount of forgetting.—DR. GEORGE E. SCHLESSER, *Colgate University.*

• The war has so far taught the cynics of journalism one dangerous fact—that optimistic news, no matter how unjustified, sells better on the newsstands than the truth, if the truth is pessimistic.—ERIC HODGINS, *of Time, Inc., to the Boston Conference on Distribution.*

• Not all the inventions of the modern world alter the fact that a good society rests on certain moral assumptions: that men must not steal, or lie, or persecute, or disrupt homes—the Ten Commandments. That they must do unto others as they would be done by.—DOROTHY THOMPSON, *to the Volunteer Land Corps.*

• People with a philosophy are usually inconsistent.—MARJORIE KINNAN RAWLINGS, *in "Cross Creek."*

• Morale is a hardy plant that flourishes best with a minimum of artificial cultivation.—WILLIAM HENRY CHAMBERLIN *in Harpers Magazine.*

• Not all the peoples of the world are ready for freedom, or can defend it, the day after tomorrow. But today they all want some date to work toward, some guarantee that the date will be kept.—WENDELL L. WILLKIE.

• America's will to fight springs in large measure from our conviction that individuals count and that the welfare of the people is indivisible.—HOWARD L. RUSSELL, *secretary, Pennsylvania State Department of Public Assistance.*

• We who cannot offer our bodies to the cause can at least offer our minds. We can make an honest effort to clear out of our minds the dogmatisms, the biases, the selfish interests that lame us in our mental war-effort.—ALVIN JOHNSON, *director, New School for Social Research.*

• Only the ignoble, the shameful, and the base can be suppressed—never the heroic truth.—*Office of War Information, "The Unconquered People."*

• Only a trace of the broadening background of a liberal arts college curriculum can survive in these grim days.—JAMES B. CONANT, *president, Harvard University.*

• The proper function of a government is to make it easy for people to do good and difficult for them to do evil.—WILLIAM E. GLADSTONE, *former Prime Minister of Great Britain.*

• Remember the Nazi technique: "Pit race against race, religion against religion, prejudice against prejudice. Divide and conquer." We must not let that happen here. We must remember what we are defending: liberty, decency, justice.—FRANKLIN D. ROOSEVELT.

• The important thing about administration in social work is to remember that the procedures, mechanics, and controls are there to serve the client. There is no efficiency in having all the controls dedicated to serving the accounting office, or the statistical department, or even the social worker.—GORDON HAMILTON *in The Family.*

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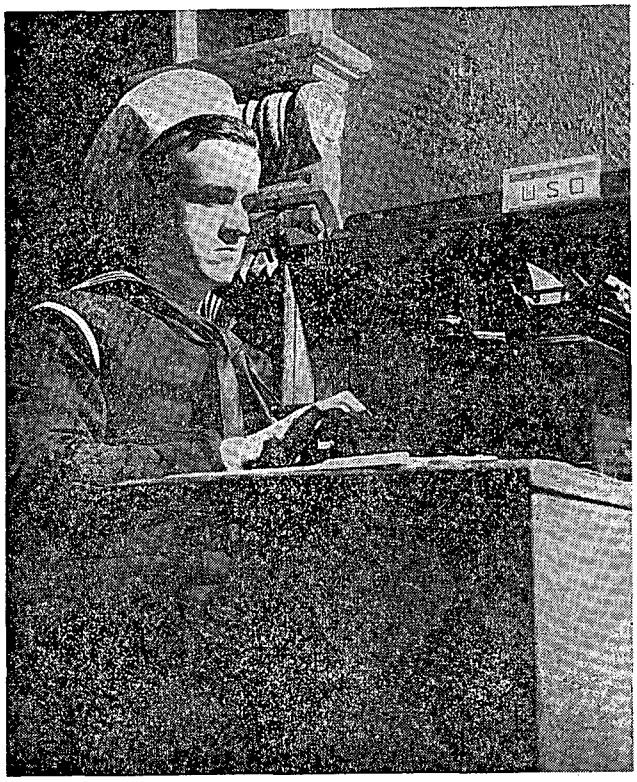

Sometimes a man off duty looks for fun and good fellowship, sometimes only for a chance for quiet concentration. Finding out what the men want when they get away from camp and then providing it whenever possible are the first duties of a USO program director. Besides the famous dances and social parties, USO clubs offer books, magazines, comfortable chairs for browsers; music rooms with phonographs and "highbrow" records for the musically sensitive; fully equipped dark rooms for amateur photographers; a canteen for the hungry. A few even provide kitchen facilities for those who would like to try their hand at the culinary arts.

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SURVEY MIDMONTHLY

NOVEMBER 1942 VOL. LXXVIII NO. 11

USO—An Experiment in Organization

By RAY JOHNS

Director of Field Operations, United Service Organizations, Inc.

SOCIAL agencies have planned cooperatively through local councils for over a quarter of a century. But it has taken a war to bring them together on a national level. There are those who have said it could not be done, because the national social agencies represented vested interests wrapped up in their own programs. But the YMCA, YWCA, National Catholic Community Service, Salvation Army, Jewish Welfare Board, the National Travelers Aid Association—the six agencies which compose the United Service Organizations, Inc.—have shown it can be done.

Less than two years ago these agencies first laid plans for the operation of recreation and service centers in training camp and war industry areas. Today, as the USO, they are operating 1018 service units for military men and women, their families and friends and for war workers, in 490 towns and cities, 47 states, 9 "hemisphere" bases. Among these units are clubs offering varied forms of entertainment and group activity; lounges in railroad terminals; mobile units which provide movies and simple personal services to men stationed in small isolated groups guarding shores and vital defense posts. In addition, USO Camp Shows, Inc., brings entertainment to camps and bases everywhere.

New sets of relationships are necessarily involved in a cooperative undertaking of any such proportions. National and local planning must go forward together. Though the undertaking has been planned on a national scale, the services take place in local communities. In the final analysis their success depends on community support. It is the local girls who come to dance, to act as hostesses, the local women who fill the cookie jars, who man the information desks, who provide the little extras that add the warmth of hospitality to the centers. There are over 600,000 volunteers working for the USO today, all "local" people. The USO centers are, after all, community facilities, provided from the outside only because community resources have been insufficient to meet an urgent need.

The communities where the USO goes are, then, the overloaded communities, the communities where normal facilities have been underdeveloped, and often the communities where *laissez faire* has been the order of the day and organization for service a novelty. Let us look at some of them:

Jacksonville, N. C., was a town of 850 persons. Since the beginning of construction on the New River Marine Base and Camp Davis, thousands of workers have moved to town. Marines and soldiers soon followed. Relatives of service men came, some to stay, some to visit. Now the streets are so jammed at night that driving has become hazardous. A local resident has commented, "Jacksonville isn't our town any more."

Many of the local people seem dazed by the change. Some resist and resent the new conditions. Others are determined to "make the most of it." Rents are high. People sleep on porches, in attics, trailers, chicken coops, cabins, and four to eight in rented rooms.

Young girls are employed in restaurants, stores, offices and at the Marine Base. They come from nearby towns and from more distant communities. The few homes open to women and girls are overcrowded and expensive.

The USO Centers, with facilities not only for recreation but for families and friends to meet, for information and relaxation, are crowded places. Through them local people can work with a few trained outsiders to help balance life for the bewildered newcomers, who, like the old-time residents, are caught up in wartime conditions.

Hermiston, Ore., in 1940 had a population of 802. By the summer of 1941, 12,000 people had moved into the immediate area. Trailer and tent camps, "Cabin City" and "Turtle Town" sprang up. Construction workers were replaced by Negro troops and by engineers. These were followed by regular workers for the Ordnance Depot. An air base was built nearby.

No houses of any sort were available for 4,000 new employes. USO workers lived all winter in a milk house. People raised roofs of hen houses and brooders to make them into apartments.

Like other towns of a population of 800, Hermiston had no social agencies to cope with personal and community problems. The coming of the USO brought the town a new experience in community organization. And it also provided a demonstration of the usefulness of case-work-group-work services.

Alexandria, La., has been one of the most frequently cited of the boom towns. Its 1940 population of 27,000 has risen to 60,000. In addition there are three large training camps nearby. Natural consequences of this sudden population influx were: a housing shortage; inadequate recreational facilities; an increase of 700 percent in saloons and honky-tonks; rises

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in illegitimacy, delinquency, crime; tense race relationships; spread of disease to alarming proportions.

Obviously more than USO was indicated here. But the urgent need for recreational centers for the service men provided a focus for the leadership of the community, which was soon broadened to include other community wants. Eventually three councils with overlapping memberships were working closely together to initiate and coordinate services: a newly organized council of social agencies; a civilian defense council; a USO council. The results were expanded hospital, public health and public welfare facilities, as well as the establishment of two USO service clubs, one for Negroes and one for whites, a USO Housing Information Service, a Travelers Aid Unit to care for stranded persons.

Community organization, of course, is not the primary function of the USO, but because USO activity does not take place in a vacuum, it must necessarily participate in community planning. In the first place, a USO is established only after a request from the community, though occasionally some stimulus from federal officials and USO regional representatives has been necessary to draw out the local leadership to make the request.

WHEN a community calls for USO help, its problems and resources are studied cooperatively by field representatives of the Office of Defense Health and Welfare Services, local community leaders, and by USO executives from one of the regional offices maintained in Boston, New York, Richmond, Atlanta, San Antonio, Kansas City, Chicago, San Francisco, Los Angeles and Portland, Ore.

After facts have been gathered by the ODHWS and USO field representatives and conferences have been held with local agency heads and planning groups, such as War Councils and Councils of Social Agencies, the USO regional staffs make recommendations to the national staff. The national office authorizes—or declines to authorize—the extension of services to the community, outlines a suggested budget, designates which of the six national agencies is to be the "operator." Two factors are considered in determining the need for services: the new "overload" in the community caused by the war emergency; the adequacy of local resources, facilities, leadership, finances.

Long-standing community needs, existent before the war emergency, are not considered a USO responsibility. For example, a town which has not changed much in the last two years may long have needed a community center for industrial workers. It may long have needed case work services. But national USO resources must in general be reserved for communities facing a new war impact and one which they cannot meet adequately themselves. In some cases, expanded or new services are developed and operated under the auspices of USO but financed with local funds raised above the community's quota of the national USO goal. USO supplements local resources only where the new community burden is a heavy one. While USO's primary service is to members of the armed forces, a limited proportion of its funds are expended for the benefit of industrial workers in war production areas.

Responsibility for operating a specific USO center or service may be assigned to one or more of the six agencies. Each brings its own traditions of service to the total USO enterprise. In a major camp area, an effort is made to provide workers of all three faiths—Jewish, Catholic, and Protestant — so men and women who prefer can consult with someone who understands their own cultural and religious heritage. In many centers workers of several agencies and different faiths work together in a coordinated service. In all centers, all men are welcome and can participate readily in practically all activities. All centers in a community or camp area work together, planning through staff conferences and USO Councils. All are known as USO centers. That the agencies have been able to sublimate their individual interests to the job at hand has been indicated by the answers to a recent army questionnaire in which 4,000 men were asked what agency operated the USO center they were accustomed to attend. Approximately 70 percent replied that they did not know.

When the composition of a community is known and community prejudices and preferences are understood, the choice of agency becomes a natural thing. The main consideration in designation is to determine the agency which will be able to provide the most effective service as well as elicit the most enthusiastic community support. Other considerations are an attempt to keep designations in a reasonable proportion among the six agencies, and the religious composition of the training camp population.

When a community is subject to a "boom" and all its attendant evils, its normal tensions are apt to increase and to be manifested in resentment toward outsiders and toward racial and religious minorities. USO field representatives have found four types of community reaction to sudden overcrowding:

1. Fright, bordering on panic. These communities reach out avidly for help often without considering their local resources.
2. Resentment toward the new people and the outsiders who come to offer help.
3. Complaisance until problems become critical.
4. Courage in meeting war-time problems. These are the communities with leaders who come together quickly to take stock of problems and resources and to consult with representatives of federal and national agencies.

Local responsibility becomes all the more important because of these difficult situations, for only through local leadership can panic, resentment, or apathy be overcome. The USO Council is the local planning group for all USO activities in the community. It has its beginnings in the first meetings of the USO and ODHWS regional representatives with the leaders of various organizations already functioning in the community—churches, social agencies, chambers of commerce. When it is a functioning, going body it is usually represented on the recreational committee of the local War Council and on other community-wide planning bodies, through which it attempts to achieve an integration of the USO with the total pattern of social and welfare services in the community. Where there is more than one USO center in the community the USO Council helps to coordinate the work of all of them so that they will be complementary and not competing agencies. Each center has a local managing committee to aid the professional staff in programming and planning activities. Among the members of these councils are always members of the three major religious groups as well as the heads of what local affiliates of the USO's component agencies there are in the community. The heads of other social agencies and leaders of civic groups are also included to insure community-wide representation.

Such local responsibility for planning and administration is essential, as are the national resources of experience, personnel and funds. Services cannot be imposed on com-

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munities by outsiders without unfortunate responses. Where local initiative and responsibility are encouraged this can be avoided. But standards must be maintained on a national basis.

New relationships between public and private agencies, local and national, are also involved. This is perhaps the first time representatives of a federal agency have joined with representatives of so many national private agencies to plan with local leaders and to make available national resources.

The six member agencies of the USO necessarily have had to carry on a close and continuous relationship in order to set policies for personnel standards and practices and for operating procedures. Plans are made by conference and committee method, participated in by representatives of all six agencies. The communities where services are to be organized, the type of services to be provided, the agency or agencies to be responsible, all are determined cooperatively on the basis of local and regional recommendations. Plans and policies once made are carried out by administrative officers of the over-all organization. Field service of the six agencies is coordinated under the USO regional executives. In communities where USO operations are carried on, staff members of local agencies affiliated with any of the six national agencies become members of a combined USO community staff, each with his own assigned responsibilities.

The USO's national board of directors is composed of five representatives of each of the six member agencies, supplemented by twenty directors at large. A conference of executives composed of the executives of the six agencies, meets weekly to clarify policies and procedures.

A committee on field operations reviews local and regional recommendations for establishing local units and services, plans where services are to be established, determines what services are needed, what agency or agencies are to be assigned operating responsibility, what budget is required. The president of the USO reviews these recommendations and authorizes plans for new services, on the certification of the director of field operations.

The USO personnel committee recommends personnel standards and practices. The program committee develops common program materials. The committee on records and reporting develops forms and procedures for service statistics. The committees on industrial services, work with women and girls, Negro service, troops in transit, mobile and maneuvers services—all comprised of representatives of each of the six agencies—map plans to be carried out either by the individual agencies or by the USO executive staff.

New relationships require new attitudes, new work habits. Old premises of freedom and sources of authority must often be discarded. USO, as a pioneer in a new type of social organization, has had to proceed somewhat on an experimental basis. The pressures and great size of the job have made some mistakes inevitable. But through experience it has arrived at patterns of working relationships both within and outside its own structure which may conceivably be the forerunners of future trends in national-community organization and cooperation.

In Case of Enemy Attack

By WILLIAM HODSON

Commissioner of Welfare, New York City

THIS WAR has been variously described as "total" war, "global" war, "machine" war, and so on. The description which seems most applicable to the substance of this article is "civilian" war. The enemy would like to kill, starve and craze the people at home, while seeking victory on the field of battle. The burdens of this conflict have been, and will be, borne by non-combatants to a degree never before known in the long history of organized killing. We are now witnessing, in the lands across the sea, the slaughter of the souls, as well as the bodies, of men, the ruthless destruction of liberty and the brutal annihilation of all that makes life worth living. Out of the unfolding human misery has come a solemn determination, not only to destroy its cause, but to avoid, in the meantime, all human suffering that can be prevented by a careful study of the experience of our allies. The unavoidable hardships of this war impose a great strain upon civilian and soldier alike, and we should not add to those hardships nor sacrifice, needlessly, a single life through the repetition of the mistakes that others have made.

In the field of civilian protection there is much evidence to suggest that the British did not appreciate, in the first stages of the war, the variety of disaster which befalls the civilian population during an air raid. Ample provision was made for the burial of the dead and for the care of the injured in hospitals and, only on rare occasions, such as the tragedy of Dunkirk, did the number of dead and wounded exceed what had been planned for. On the other hand, the simple, ordinary wants of people who had been bombed out of their homes and who were wandering about half-dazed or hysterical had not been properly planned for. Kingsley Martin, in his article on "Reflections on Air Raids" in the *Political Quarterly*, pictures the situation after enemy attack:

> The variety of services uncoordinated and run by different authorities, required for a bombed-out person, was surprising. There was no one person able to tell these people where they should go to be fed, to find shelter for the night, to be given a few shillings for immediate necessities, to learn whether their houses were considered habitable, whether they had to go on paying rent, or whether, on the contrary, they would themselves receive compensation; to know when and how they could be evacuated, or be given the money for the railway fare—no one who could tell them more than one of these things at the same time. Take, for example, a woman and her daughter whom I found in a ruined street devastated by a large explosion. This woman, after long wandering, went to one of the departments which should deal with her case. She was sent, in all, to five different addresses in her utterly worn out condition, kept as long as two hours waiting in some cases, finally reaching an address where she was told to come back at nine the next morning. We calculated that this involved a walk of five miles. . . . A young mother told us a

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similar story of the impossibility of finding what authority would evacuate you and where to get relief and where to get a meal, and so forth. She said naturally, though I know mistakenly, that the authorities "did not care what happened to you."

Happily this situation was corrected as time went on and the story is not the same today.

It is necessary to put out fires and maintain order. The debris must be cleared away and the gas mains and sewers must be repaired. The dead must be buried, the injured must be given medical treatment, and some must be hospitalized. These are all vital and indispensable services. But the vast majority of the population will fortunately be living and physically uninjured. Many of the fortunate ones will need no public assistance of any kind, but there will always be, in wartime as in peacetime, a substantial number of helpless and disadvantaged human beings who are the special responsibility of government and the voluntary agencies which supplement governmental effort.

Another reference to British experience will serve to emphasize the point still further. Eileen Younghusband, writing in a British magazine and again describing a condition which has probably long since been rectified, says:

> It has been frequently observed that the authorities have made admirable plans for that large number of citizens who were expected to become casualties or corpses, but homelessness was treated as a transient matter, to be met by a twenty-four hour provision of tea, bread and margarine in a school building until the homeless person "made his own arrangements." These plans showed little recognition that the number of the homeless is likely to exceed that of the casualties.

Mrs. Younghusband goes on to describe the confusion and lack of preparation which characterized the early period of the bombing.

WE must not repeat errors in civilian protection which have already been exposed, nor can we console ourselves with the thought that enemy attack may never come or that the force and character of the attacks, if they do come, may be quite unlike those made upon England. These questions are beside the point because the real question is whether we are prepared, so far as is humanly possible, for all possible eventualities. The only sure thing in modern warfare is that the unexpected will happen. Certainly the enemy has thus far been able to do whatever he thought necessary. Preparing for the unexpected seems a little unreal at first, but fresh thinking and action in planning for civilian protection create a ferment which will yield a surprising by-product in new and more realistic approaches to the daily job.

There are indications that America is gradually awakening to the necessity for using all its public welfare and private social service resources in a comprehensive program of civilian protection which will meet the economic and social needs of those who may be affected by enemy attack. Only the other day Director Landis of the Office of Civilian Defense issued an operational letter which amends the published "Outline for Local Defense Councils" by recommending the establishment of "Emergency Welfare Services" in addition to police, fire, medical, utility, public works and warden emergency divisions. The new recommendation describes the varied duties of the Emergency Welfare Division, provides for the appointing of a director or chief, and calls for the full utilization of the Public Welfare Departments, the Red Cross, and other agencies, under a coordinated program of action. This official recognition of the place of social welfare in the over-all task will offer a real challenge to the state and local welfare departments throughout the country which have substantial resources in personnel and facilities.

There are public welfare agencies in all states, and most of the larger cities or counties have such an agency. There are probably as many as 125,000 employes in all these organizations, of which 70,000 are in the professional classifications. These workers, on the average, have good training and education. They have served people who were in trouble through sickness and unemployment and are prepared to render the same service in the war emergency. After all, the difficulties of bombed-out families may differ in degree, but not in kind, from those experienced in peacetime when hard luck overtakes them. These resources, coupled with the disaster relief facilities of the American Red Cross and the cooperation of the Salvation Army and the private charitable agencies, should enable us to meet all contingencies if there is real integration of effort and a clearly defined organizational plan for the Emergency Welfare Division.

Some communities have long since set up machinery along this line. Perhaps the experience in New York City will be helpful in this connection. Many months ago, the Mayor, as Director of Civilian Defense, established five emergency services: police (including the air raid wardens), fire, public works, medical and welfare. He created a war cabinet consisting of the commissioners of these departments and asked them to set up emergency staffs on a twenty-four hour basis trained to protect life and property. The Commissioner of Welfare was designated director of the Emergency Welfare Division and a plan of cooperation with the Red Cross was worked out under which that organization was to undertake its usual disaster relief functions in full coordination with the entire program of the Emergency Welfare Division. The Salvation Army agreed to assist in mass feeding and in other ways, and the American Women's Voluntary Services provided canteen service and transportation, among other things.

The duties of the Emergency Welfare Division may be summarized as follows:

1. Information centers to provide advice and direction about what help is available and where it can be obtained.
2. Temporary rest centers (Red Cross) where food, shelter, and emergency aid can be given.
3. Emergency clothing.
4. Rehousing homeless families, including a vacancy listing bureau, and removal and storage of furniture.
5. Cash assistance to those in need of immediate but temporary financial aid.
6. A central registration service to bring together dislocated families.
7. Mass feeding, as required.
8. Special service for children and such other social services as may be necessary.

The Red Cross has established rest centers in various parts of the city to carry on its traditional disaster relief functions, so well known as not to require further elaboration here. The other services are provided through the Emergency Welfare Centers, which have been set up at different points throughout the community. When an incident occurs these centers will be staffed day and night, mainly by some 2,500 employes of the Department of Welfare, supplemented by volunteers from the private social agencies as well as lay volunteers. The director of the

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Department's bureau of public assistance is in charge of the headquarters staff, which has set up these welfare centers and will supervise them in action. In organizing this operation it has been borne in mind that business could not be run "as usual." A special manual has been published which governs the operations of the welfare centers, and a special training course has been conducted both for staff and for the large number of volunteers who are participating in the program. The division takes part in all air raid drills, during which the designated staff man their posts of duty. A training manual is in the final stages of preparation. All the volunteers are recruited and assigned to the program by the Civilian Defense Volunteer office. The director of that office is also a member of the Mayor's war cabinet.

Should it be necessary to maintain mass feeding facilities, the Municipal Lodging House of the Department of Welfare, and its annexes, will be available to take care of thousands. In addition, there are mobile canteens operated by the Red Cross, the Salvation Army, and the AWVS for street feeding in any part of the city.

The Emergency Welfare Division has offices, along with the other services, at the city control centers from which the warning notices of an approaching raid are flashed to put all forces in the division on the alert. Because of the nature of its function, the division actually begins its work somewhat later than the other services, and upon order of the Mayor acting as Director of Civilian Defense.

The state will share with the city in the costs of civilian relief and will make available to the city its share of any federal funds that are available. The plan for such reimbursement has been approved by the State Department of Social Welfare.

It would be folly to suppose that the structure now set up will survive, unchanged, the test of experience in actual raids. We have tried to utilize the British experience up to this point, but are prepared to modify or scrap what we have built if it does not meet the requirements of reality. The charge upon all who have responsibility for this operation is to be flexible in action, imaginative in finding ways to meet particular needs and calm in dealing with distressed people under any and all circumstances. The workers will have a few rules of procedure, but they will always have to act upon their own initiative and often without the usual office aids. Ingenuity and courage count heavily in disaster relief.

All of the foregoing relates to the place of public and private social agencies in the war emergency. Much has been written about the community service job that needs to be done, quite apart from enemy attack. The migration of population and its concentration at the centers of war industry create a whole network of new difficulties for people and communities. The threat to family life, because of the absence of the father, or the older brother who may be in war work or in the armed forces, is a real one. The need for daytime care for children of working mothers is every day more apparent. All these and many other related problems are matters of deep concern to public welfare departments and voluntary agencies. We are still far from a satisfactory adjustment and expansion of our services to meet these needs. One thing is sure. The response of the home front to the attacks that may come will be more steady and courageous if our people are assured that the satisfaction of human need is the first consideration of our democracy both now and in the post-war world.

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Services in a Trailer Community

By JAMES E. CODY

Principal Housing Manager, Federal Public Housing Authority, Middle River, Md.

IF THE nation's war workers are to produce to their best capacity, their living arrangements must provide them with more than four walls, a floor and a roof over their heads. And this is true whether they occupy houses, trailers or dormitories. For unless there is available to them the public and private services which can help them attain a sense of family security in their new surroundings the quality of their performance may be affected by anxiety and strain.

Each housing project presents its own basic problems, depending largely upon its nearness to cities or towns, and what that city or town can provide. But they all require certain essential services—those of religious leaders, doctors, dentists, nurses, hospitals, schools, nursery facilities, postoffice, mail deliveries, recreational activities and the like. That such services can be provided under the most adverse conditions, has been illustrated in our Federal Public Housing Authority defense project adjacent to the Glenn L. Martin bomber plant. The project includes ten dormitories housing six hundred men and over one thousand trailers housing as many families.

Many of the doctors and nurses formerly located in that area have been called into the army and navy. With the great influx of new population to the war plants, hospitals are overcrowded; school buildings are inadequate to accommodate the large number of children pouring into the cities and towns nearby; labor is scarce; and every public service is taxed to the limit. It has all the characteristics of a real Boom Town.

But there has been a conscious attempt to obtain the most important elements in community life. Through the cooperation of the Postoffice authorities, we have established the first trailer postoffice in the United States—important for the war worker away from home. And we have mail delivery to each trailer.

A Health Association for the men of the dormitories guarantees fees to doctors, nurses and some hospitalization. Because occupants of dormitories can move out very quickly, leaving unpaid bills, such a program not only protects the health of the men but also the credit of the entire community.

Then there is a trailer health clinic for the immunization of children against smallpox, diphtheria, and typhoid fever. Made possible through the cooperation of the County of Baltimore Medical Society, it not only safeguards the health of the children in the project, but prevents epidemics from developing in diseases carried from other areas.

A trailer nursery school under the direction of two WPA teachers, serves to instruct mothers on child care. The children attend in groups, one in the morning and one in the afternoon. Lunch is served to each group and a dietitian is in attendance. A small fee of twenty cents a day covers

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the cost of food, as well as of cod liver oil given to the children if needed. Plans are also under way for the establishment of a day care center where children can be left for longer hours so that mothers will be released for work at the plant.

The USO center located in an expansible trailer, houses a circulating library and provides a meeting place for the various club groups of the community. Its director has been tireless in promoting community organization within the area.

In the *Trailer Town Times* we have a weekly newspaper which keeps our population informed of all the happenings in the project. Its five pages have a circulation of approximately 700 copies, and have added considerably to the spirit of the community. It began with a policy of "no advertising" which was changed by demand and by the possibility of improving itself through increased income.

A badly needed recreational building is soon to be built with funds raised in a public campaign which quickly provided the $1,000 necessary for its construction. It will also be used for church services and Sunday School, which at present are being held in a dormitory lounge. Incidentally, these services are well attended.

Other community activities held in a dormitory lounge, such as moving pictures on Saturday nights, have provided funds for children's parties on Christmas, Valentine's Day and other festive occasions.

Last winter a group of women in the project held bingo games once a week in order to raise funds for equipping the playground area. Now we have a playground equipped with swings, see-saws, merry-go-round, and sand boxes. There are also horse-shoes, archery, tennis, badminton for the grown-ups. The WPA has provided a playground director who plans daily activities for the children.

The majority of our trailer occupants are young married couples from the rural areas of the South. Some have no children and others have from one to three. There are among them expectant mothers with no conception of the importance of pre-natal care. In fact, very few consult a doctor until a short time before the child is expected to be born. Therefore a great deal of educational work must be done. We expect to establish a pre-natal clinic soon which will be most helpful. Then, too, just as soon as it is possible to have a proper staff, and proper equipment, one or two large expansible trailers will be set aside for a maternity hospital.

There is, of course, room for further improvement, but I think the numerous activities under way at Middle River go a long way to prove that people who live in dormitories and trailers, like those who live in houses, need and welcome not only the services essential to their well-being but also the opportunities to participate in community life.

Volunteers—Then and Now

By LEONARD W. MAYO

Dean, School of Applied Social Sciences, Western Reserve University

VOLUNTEER and professional social workers are on the march in this all-out war. And what is more, they are marching *together,* not in parallel ranks, not in converging lines, but shoulder to shoulder. This in itself is a significant fact in the history of American community life and American social work. It is heartening, moreover, to know that most of the many thousand volunteers now engaged in community services want desperately to help win the war. To that end they have signified their intention to perform whatever task may be required of them, whether dramatic or mundane, unique or routine. They come from all economic strata; they are of all ages, they include the skilled and the unskilled; they hail from rural areas, urban centers and from towns and villages.

During the last World War volunteers came to the fore in great numbers too, but social services in those days were not as extensive as today and were not as well prepared to receive them. A comparison of the volunteers of 1917-18 with those of 1942, on the basis of the type of services rendered, becomes a comparison of the then and now of certain aspects of social work itself. The differences can be laid to the substantial and significant progress made since World War I in the extension, improvement and general development of community social services as well as in social work point of view and philosophy.

In World War I, as in this war, both volunteers and paid social workers were called upon to "keep the home fires burning"—today expressed more militantly as "maintaining the home front." *Then,* professional workers were deeply concerned with the selection, training and registration of volunteers and the supervision and "evaluation" of their work. *Now,* while the professionals are still interested in these matters, they are giving more attention to analyses of their own jobs to determine how volunteers can be of the greatest help. *Then* they feared volunteers might usurp their jobs; *now* they realize there are important tasks for the volunteers which can strengthen the professionals' work. *Then* they were trying to banish the friendly visitor and *now* they are beginning to ask if there are not a number of things the competent and experienced volunteer can do under good leadership that include what case work agencies call "direct contact with clients."

Then social workers wondered whether an influx of volunteers would affect adversely the establishment of high standards of professional training and personnel. *Now* they know the importance of standards will never be understood in the community, much less fully realized, without the help and active support of thousands of volunteers who know what social work is at first hand.

Then, volunteers were concerned largely, though not exclusively, with a thousand and one useful and thoughtful jobs that added to the comfort and safety of individual men in the armed services. While today there is again live interest and wide activity in this direction, the focus has broadened to include not only members of the armed services but also industrial workers and the communities from which the fighting men come and in which industrial workers are on the job.

Then, for instance, socks and sweaters were being knitted by the thousands, but *now* thoughtful volunteers are picking up the threads of family and community life that compose the skein of the world, and are asking what can be

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done to create a better pattern—one that is more stable, more just and more humane than the one before them. Through this process of getting deeper into the warp and woof of the community the volunteer is well on the way to becoming a power in the design of that pattern during the war and in the post war era.

THESE broadened interests on the part of volunteers have not sprung to life since Pearl Harbor. On the contrary, they are the products of "patience and slow time." The efforts of such associations as the YWCA, the American Red Cross, the Association of Junior Leagues of America, the National Organization for Public Health Nursing (to name a few), scores of organizations under religious auspices and, more recently, the Office of Civilian Defense are beginning to bear fruit. The opportunities for volunteers in social agencies have been expanding, for men and women alike, as social services have expanded and as social workers and volunteers have learned how to work together. In the years since the last war the contributions of volunteers have included, among other activities, extensive and sustained participation in fund-raising, leadership in important local and national committees, promotion and interpretation of an agency's work, the organization and maintenance of library service for hospitals and institutions; working as nursing aides, visiting the ill and the homebound, assisting in vocational guidance testing and in carrying on a wide variety of important clerical work.

Volunteers have acted as assistants to teachers in special schools and institutions; they have opened their homes for the benefit of children who need convalescent and other types of care. In one city alone, over two thousand men and women have been engaged at the same time in acting as "first friends" to aged persons, shut-ins and families under the care of social agencies. All of this is in addition to the continued practice of group work agencies in depending upon volunteers for group leadership.

As the American people have swung into the war, moving by the millions to industrial areas where war production or army camps have drawn them, straining towns, cities, counties to the breaking point, there has resulted an acute shortage of trained social workers. This state of affairs has brought the professional world to the realization that intelligent and experienced volunteers can and should be used in a variety of ways not heretofore explored.

A middlewestern child-placing agency has discovered more than fifty functions which competent volunteers can take on to free the staff for other essential duties demanding professional skill. It has put volunteers to work answering inquiries from former wards, entertaining children while the mother is being interviewed, writing closing summaries in case records, bringing face-sheets up to date, taking applications from prospective foster parents, helping to locate foster homes (which are turned over to the trained workers for further investigation) and performing a variety of other activities, all indicative of the imagination and ingenuity that have been exercised to determine ways in which the volunteer can help carry the agency load.

Another agency has come to the conclusion that young but mature apprentices can be used during the emergency. Accordingly, recent college graduates without professional training have been selected for specific jobs. Their work is supplemented by a regular course of in-service training and part-time study in a neighboring school of social work. Plans are to encourage these young people to complete their training and enter upon professional careers.

Volunteers engaged in all manner of activities from motor corps to consumer education, are learning to get under the surface of the jobs they perform. From the best of social agencies and social workers they are finding out something of the essence of social work, with a view no longer distorted by an aura of mystery. In some instances they are even learning to define the social workers' jobs with the keen, quick eye of a fresh observer. They are beginning to see that social work is no more than an attempt, on an efficient, scientific and humane basis, to help people rise above their own inadequacies or handicaps—economic, emotional or social—in order to become, in every sense of the word, free. They are noting, with some surprise, that the objectives of social work, though not always the methods, are equivalent to the objectives of the thoughtful taxpayer.

In the light of this knowledge the volunteer is assuming increasing responsibility in the continuous fight against the ignorance and narrowness that view poverty as an indication of personal failure, delinquency as a wilful revolt against society, and unemployment as an unfailing sign of laziness. For the volunteer who has acquired close understanding of a social agency soon realizes that while people cannot be held blameless for all their deviations, there are nevertheless powerful forces within them and in their environment that frequently defy control without the assistance of equally powerful but constructive forces in the community.

With these new realizations on his horizon, or actually in his muscles, the volunteer is beginning to look with a critical eye upon certain current social work practices which the professionals have not seen or at least have failed to tackle seriously. The intelligent volunteer, for example, is asking embarrassing questions about the lack of honest-to-goodness social work planning. He is wondering why in some communities the money-raising functions of social organization swallow up or submerge the planning functions. He is wondering whether the social workers' talk about prevention is merely talk, or whether social workers are willing and able to do the re-evaluation and plan the redirection necessary if the social services of a community are to lower the present rate of social breakdown. The keen volunteer is also wondering about the wide gaps that exist in social services, the lack of coverage in most communities, the lack of professional integration and the emphasis upon separate aspects of the field rather than upon social work as a whole.

VOLUNTEERS have some questions, too, about the OCD program, although they appreciate the many valuable lessons taught them by that organization. They want to know, however, how long the OCD will encourage artificial barriers between the "protective" and "health and welfare" services of the community. They are also asking whether any fundamental difference exists between health and welfare problems in war and in peace, and, if not, why so many civilian defense units insist on separate organization of defense health and welfare services from the regular health and welfare machinery set up in the community.

Volunteers have demonstrated repeatedly not only that they have vision but that they can do many things perfectly that can be done by professionals only inadequately, if at all. In interpretation, in legislative efforts, in the solution of certain administrative problems they have the edge over social workers by reason of their close relation to the com-

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munity, their neutral position, their knowledge of fields other than social work, their wide acquaintance with representative people.

The experiences of recent years, and particularly of the past few months, have taught professionals and volunteers the following lessons that will stand them in good stead as partners on the home front for the duration of the war and in the period of reconstruction:

1. That every agency has an obligation to discover ways and means by which volunteers can be brought close to the agency's work and to participate in it. Said a speaker at the recent Ohio Welfare Conference: "Volunteers are people—people pay taxes and support war chests—the present situation has provided professional workers with an opportunity to acquaint people with the relationship between community welfare services and war projects."

2. That because all volunteers are not suited for service in social work it is both logical and economical to employ appropriate "selective service" procedures with respect to volunteers, as with professional personnel.

3. That more attention must be given to carefully formulated training courses for volunteers; that there is need for practical courses based on job analyses of what volunteers actually do rather than for modified or "stepped-down" professional training. Volunteer training courses in which schools of social work participated in cooperation with appropriate community agencies would provide an excellent introduction for persons interested in eventually entering professional training and full time social service.

4. That the immediate and long-range goal for both volunteers and professional workers is not the development of volunteer service or professional social work *per se*, but rather the sound development of an effective network of social services on the local level under both public and private auspices. The part that professional workers and volunteers must play in the realization of this objective must now become the focus of their concerted efforts. In the struggle for adequate social service coverage for our communities, there will be a sharp division of approach between those who believe passionately in local initiative and those who hold that the indifference of many localities to their crying needs justifies federal dominance. Between these two extremes the American people must find the middle course. For while localities must not use the plea of local initiative as a means of rationalizing their way out of responsibilities, neither must we fall into the trap of over-all federal control, which other countries have found fatal. In the discovery of this middle course and in holding steadily and courageously to it, the social worker needs the help of the volunteer desperately.

5. That this objective cannot be realized unless volunteers and professionals alike see the importance of maintaining our regular social services on every level at the highest possible point of efficiency throughout the war.

The volunteer and the professional worker who, without uniform, badge, or special citation, stand by the local agency in these critical days, join the ranks of the unsung heroes of the war.

Religion as a Resource in Social Work

By MARGARET M. L. CATTON

Director of Social Service, The Queen's Hospital, Honolulu, T. H.

HERE in Hawaii on an afternoon, two years ago, a clergyman and a social worker drifted into a discussion of the irreligiousness of the modern social worker. The social worker said that case work was a satisfying means in itself for human adjustment and that many of her colleagues were unconscious of, or indifferent to, religion as an added resource. She continued, that perhaps this was a reason most social workers, when confronted with alternatives, chose the job promising the largest personal satisfaction and financial return, rather than the one where the need was greatest. The minister pointed out that although the social workers called upon him for committee work and help in various projects, they rarely contributed to his program or attended his church. Because words are vain that lead nowhere the minister and the social worker decided to do something about the gap between the two professions.

The president of a leading theological seminary, recently arrived from the Mainland, was asked to address a group of social workers, giving his hearers opportunity for discussion. Invitations were sent to the seventy members of the American Association and the Hawaiian Association of Social Workers. To the surprise of the sponsors, more than half accepted. The first part of the opening address was disappointing. The speaker spent too much time explaining how thoroughly ministers understood social service, and describing its place in the seminary curriculum. But suddenly, and as though conscious of the bored reaction he was evoking, he struck a personal note. "Many people say religion is an escape. If it is, I am not afraid of escapes; so may great music, great art be escapes and no one would say they are valueless or harmful." Interest quickened.

Instead of considering religion as a resource in social work during the discussion period, the members of the group gave way to a desire to air their personal feelings regarding churches and religion, and to seek personal inspiration. There was no doubt in the minds of the originators that here was something of fundamental interest. At the close of the evening, it was decided that the Territorial Conference of Social Work, meeting in a few months, should be asked to include a round table on the subject of Religion as a Resource in Social Work.

Out of the 1940 conference came the decision for an interim committee to act more or less as an exploratory group, with the first two instigators as co-chairmen. We planned a series of monthly meetings, arranged to include a discussion of religion from the point of view of several sects within the Christian faith, and the Buddhist as well.

Each month one minister came prepared to tell us what his particular branch of religion teaches regarding six functions more or less applicable to all faiths: prayer and individual spiritual discipline; public worship; significance of the fellowship or group to the individual; pastoral relationship (e. g. the Confessional); rites connected with birth, marriage, illness (physical or mental), death, and their meaning; other religious resources felt to be particularly significant. Minutes taken at these meetings formed the basis for the report to the 1941 Conference of Social Work.

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Again came the decision for a continuing committee on Religion as a Resource in Social Work.

This committee had a preliminary meeting in the fall of 1941 and decided on a seminar, the purpose of which was to clarify the respective objectives and functions of religion and social work. War clouds were gathering but none of us dreamed that our plans would be dramatically interrupted by "Pearl Harbor." After that memorable Sunday, everything gave way to needs of the emergency. However, by spring, social agencies and churches were functioning more normally, and we were able to resume our seminar plans. We decided to limit the group to seven social workers and seven clergymen. The clergymen included a Roman Catholic, an Episcopalian, a Mormon, a Hebrew, a Methodist and two Congregationalists. We would have liked to have had a Buddhist, too, but the priest who met with us the previous year had since died, and we had found no one to take his place.

The participants in the seminar were chosen not alone for their interest, but also for their ability and willingness to take part in discussion. The social workers represented both group and case workers. It was decided that each of the six scheduled meetings should be the responsibility of a different clergyman and social worker. When martial law and blackout ended evening gatherings, we held our seminar from 1:30 to 3:30 in the afternoon every other week. The place chosen was the rector's study at St. Andrew's Cathedral, where the view through leaded windows to the cloisters gave us the appropriate sense of quietness.

Among the points raised at an introductory meeting was that of the gap between two professions having a common purpose in helping people in trouble, and the disregard of one for the other in furthering that purpose. A case conference, for example, brings together the social worker—sometimes several—the public health nurse, the psychologist, the psychiatrist, occasionally the school teacher, but never the minister. One clergyman said that for two years he had loaned his church for weekly clinics but never once had his assistance been sought though he was sure that there were other than medical problems in the neighborhood. Another spoke of the divergent counseling given to Catholic women on the subject of birth control. "Hadn't you better?" suggests the social worker; "Thou shalt not," rules the church. Here was fertile ground for emotional conflict. There was no doubt of the gap between the two professions.

OUT of that meeting came the fact that basic to the two professions is the development of personality; their difference, that of doctrine. While social case work is more or less circumscribed by heredity and environment and draws largely upon the sciences, religion applies to personality a something more, a soul which transcends heredity and environment and is related to the supernatural. As the seminar progressed there was a feeling that religion, not so easily defined as case work, has a plus component, well stated by a social worker: "With all due respect and gratitude to science and scientific method it seems to me that the most successful social workers do not hesitate to venture beyond the clear confines of fact and known techniques. In humility and with deep respect for the unknowns of human nature existing in every human being, worker and client alike, those workers find that they function most creatively when relying on forces beyond conscious control or understanding. Perhaps it is here that religion has more to offer than we realize."

In the beginning we found that some of the clergy were unaware of the psychological aspects which influence case work today and of the fact that from the case worker's point of view commodities, important though they may be, are adjuncts and are not always necessary at that.

TERMINOLOGY was also clarified, *authority* for example. Most of the clergymen felt that ordination conferred "authority" upon them and that moral force is a necessary means to restraint. The social workers countered with the fact that only as a client can accept change, is treatment effectual. Both groups believed in authority as derived from education, experience and agency function, the churchmen adding the authority of being set apart by the spirit of God for a special mission. Later, when the ministers talked of their function of counseling we felt they had been impressed by the case work concept of personal freedom; on the other hand, we social workers discussed an active case in which it was authority of the Church which had brought together three adults, parted by a family quarrel, whose joint thinking was necessary in planning for a sick mother.

Adjustment was another term regarding which there was agreement up to a point, with religion again going further. Known to all is the frustrated individual who seeks a "way out" through phantasy or suicide. In Christianity, pointed out one of the clergy, frustration may be adjusted on a constructive level of renunciation, and he cited Christ in the wilderness and men entering the priesthood as celibates, to illustrate his point.

Guilt feeling and *sin* came up for comparison, and ideas again diverged with the plus to religion. Sin, long outmoded by social workers, was frequently mentioned by the ministers. Few social workers like the moral connotation of the word. In the seminar some of us, at least, came to feel that from the point of view of wholesome inhibition "sin" has value because it brings in the concept of prevention whereas "guilt feeling" connotes something already thought of, planned or effected.

The social workers were impressed by the fact that even the most conservative ministers in the group, when discussing the case of an unmarried mother, agreed that to be a mother, even "illegitimately," is no sin; the sin is in the circumstances which precede and follow a union without legal or religious sanction. To us this was constructive help to offer unmarried mothers burdened with a feeling of guilt. But a clergyman's statement that a fresh start spiritually for such a girl can be made only through religion, was sharply rebutted by the contention that an emotionally stable life is possible by means of good case work in which religion has no part.

It was comparatively easy to describe the processes of case work. The methodology of religion, on the other hand, seemed nebulous. In the group were Jew and Christian, and ministers of widely divergent thought—a representative of the most dogmatic theology and another of the most liberal doctrine. It was the Roman Catholic who volunteered to synthesize religious principles, applied to personal problems. The priest would give to the client, bowed down by worldly deprivations, a vision of an unending life of the soul. The concept of conscience was emphasized, as were the sanctity of marriage and the right of the unborn to live since men are not mere products of heredity and environment, of glands and complexes. The priest said that to the average person today doctrine in itself is meaningless, and

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that social workers, unless they consciously exclude Him, serve Christ—"as often as ye did it to the least of my little ones ye did it unto Me." The priest talked of prayer, not in the formal, theological sense but in the sense of a relationship with the Divinity. He made us feel religion as a dynamic force, even though one social worker said that belief in a future life was all nonsense, and another that the Church's attitude toward divorce makes God responsible for "an awful lot of mischief."

This led into a discussion of the social worker's role in the matter of divorce. The workers looked upon legal separation as an expedient under certain circumstances. "Better dissolve a contract," they said, "that has no positive factors, and in which there is dissension and cruelty." The ministers thought, however, that case workers are too prone to suggest "the easiest way out," too prone to stress the individual rather than an integration around the supreme loyalty, God. They gave us a clearer understanding of the church's dictum, "Those whom God hath joined together let no man put asunder," when they agreed that if two people do not intend to make their marriage permanent God has not "joined them together," nor is it a valid contract.

It was brought out that if religion is unimportant to a social worker he cannot be very effective in suggesting religion as a source of strength to one in trouble. Furthermore, a client to whom religion has meaning probably would remain inarticulate with a worker whom he felt to be unsympathetic. On the other hand, if a worker has religious convictions that the client does not share, it is impossible to suggest religion as a resource.

One clergyman said that one could not be a good minister without being a social worker and *vice versa*. But a social worker reminded him that worship, important to religion, has no place in social work. Another added that a minister trying to do social work *per se* is "neither flesh, fowl, nor good red herring."

The "gap" mentioned in the beginning of our deliberations appeared again and again. It began to close, however, when we discovered that, being complementary one to the other, there is no cleft between religion and social work as such, though there is between clergymen and social workers. One reason for this, the social workers said, is their fear that if called to see clients, ministers would "mess up things." No doubt the feeling is mutual. We do not hesitate to call the doctor or lawyer—why do we feel so insecure about the minister? Perhaps, it was suggested, it is because these other professions have a concrete methodology that gets visible results, while religion cannot be measured by any such yardstick.

Time and again we seemed to approach a unification of ideas only to separate. Said the minister who helped to set up the seminar: "I have felt for some time that we were on the fringe of certain great basic concepts. . . . Most of our differences have been the result of the basic differences in our doctrine of man and our doctrine of God. . . . It has been my impression that most of the social workers have a doctrine of man which is essentially humanistic, whereas the ministers have a doctrine of man which is based on the doctrine of God. One result is that the social worker is pragmatic and tentative in his case work, whereas the minister is more definite and authoritative in his technique."

Expressing it in another manner, a social worker said, "I believe all of us would agree that a human being strives to relate himself to God, or to the universe if you will, and that his level of adjustment is dependent upon the extent to which he achieves this unity. Perfect unity may be represented by a circle, the circumference of the circle moving from God to man and from man to God. Ministers seem to emphasize the 'God to man' half of the circle—God the Creator, God the Father, God the Authority, God the Source of all goodness. Social workers emphasize the other half of the circle, 'man to God'—man striving to reach maturity, man struggling in face of obstacles to live the better life, to relate himself in childhood first to mother, father, brothers, sisters, then to other human beings and gradually through these immediate human experiences to grow into spiritual maturity. This does not preclude full acceptance of the entire circle by the social worker as well as the minister."

An evaluation of the seminar came at the final session. By this time other social workers and other ministers were becoming interested and asking questions. We ourselves felt as though we had had an intellectual feast, but if we were to make religion a resource in social work or case work a resource to religion, we had to continue to close the gap between ministers and social workers. Without premeditation we had collaborated in four cases during the course of the meetings. We now felt we should go further. We decided therefore to recess for the summer and in the fall to reconvene as a clinic group. The plan includes joint participation on a number of cases coming to the attention of social workers and ministers; it also includes another group, meeting in a second seminar on Religion as a Resource in Social Work. "It is like a grain of mustard seed which a man took and cast into his garden and it grew and waxed a great tree."

County Commissioners and Child Welfare

By JEAN PATON

Formerly County Director, Mifflin County, Pa., Child Welfare Service

THREE County Commissioners have come to be the keystone of the rural child welfare services in Mifflin County, Pa. That they gradually assumed the weight of responsibility for a program, begun in 1930 under private auspices and taken over by the state in 1940, may probably be laid in large part to an understanding of its principles gained through regular meetings with the staff as well as with the Advisory Committee. But these conferences did more than "educate" the county officials. They were the seed out of which grew mutual confidence between these officials and myself as administrator of the services.

As officers of the County Institution District, the Commissioners underwrote the child welfare program, incorporated the major expenses in the budget and met weekly with me to discuss specific cases as well as general program. They also met at the monthly meetings of the Advisory Committee, joining freely in discussion and giving serious consideration to the committee's recommendations concerning budget, personnel and other matters. The result was

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a harmonious administration in which my work was given the integrity of official backing without being hampered by political manipulation.

At our weekly conferences there were ten items which usually appeared on the agenda:

1. Any new applications for boarding care which I judged to be needful, and which were reasonably likely to result in placement of a child.
2. Applications for minor service, to indicate what was stirring, and any new problems.
3. Cases in care, problem placements, and children about to leave care.
4. Items of exceptional expense, or smaller items not generally budgeted for.
5. Relationships to other agencies, and to the public.
6. Discussion of office personnel.
7. Reports on progress of cases previously presented.
8. Special material, as: clothing budget, or a straight-forward statistical table on some phase of the work.
9. County problems, taxes, assessments, the war, previous workers, previous Commissioners.
10. The office car.

The procedure was somewhat as follows: Friday was the day the Commissioners were in town for all county business. I entered the Commissioners' office around three o'clock. Sometimes I 'phoned ahead of time. At other times I waited briefly while they attended some other conference. Often they were ready for me. If I took off my coat vigorously one of the Commissioners usually groaned at the task ahead. This we all knew was a sign that the realities were to be faced. During most of the conference, another Commissioner was signing checks, voluminous work that could not be interrupted for the hour we usually had together.

I had a slim folder of material, for possible reference, and a penciled list of things I wanted to bring up. I seldom got to them all. There was no rigid order of procedure. One thing led to another. The Commissioners had no folder, and no list. But they were actively participating.

As the Commissioners acquired greater trust in the program a gradual change took place in the conferences. If it once seemed to me that the focus should be around problems of child care, it did not seem so to me later. As a Commissioner would hand me a statement of record crops, I would realize I knew less about many things than they did about child care.

I shared one experience with the Commissioners: the reuniting of a divided state of being. I would go to a conference full of concern about cases, and meet the Commissioners with their many additional concerns. They would go full of contact with the people who elected them to office, and meet with me, an outsider and a professional appointee, none too close to most of the matters for which they were responsible. That we were able to achieve a unity was possible because they were also able to bring in their humanity, their practical wisdom, and their genuine concern for children; and because I was able to find in this humanity a support far greater than any matter of professional skill, or any theory about what a child welfare program ought to be. In reality it was the officials who interpreted the program to me. They taught me the following:

Child Welfare services are an integral part of the community. They clothe with an approximation of justice, some of the misfortunes which attend the community's life, and a portion also of its sin. Beside this arises a separate impulse, the generous desire to enrich the lives of children. Thus there is a division of motivation, which causes confusion unless performance on the job has its base in the institutional fabric of the community, its moral judgments, its spontaneous desire to mitigate disaster, and its love of children.

Before our times, these things could exist together in one place, and no one be singled out as wholly right or wrong. But now we of the profession incline to mete out the justice of God, by process of scientific method; to find disaster only an opportunity, or worse, a "challenge to case work"; and to dilute our love for children by interpretation and diligent belaboring of their maladjustments.

With sound public officers—men of good family responsibility—backing a program these disturbing motivations need not arise, and the way is clearer for enriching the lives of those who come for help, by tying back into the natural functioning of their society.

A Barometer in the South

By NATALIE W. LINDERHOLM

Director of Public Relations, Greater New York Fund

SINCE a southerner several years ago risked a book on his discovery of New England, perhaps it is safe for a New Englander today to jot down a few notes on her discovery—or rather, rediscovery—of the South.

The time was last summer; the occasion, the annual session of the Southern Social Work Executives at Blue Ridge, N. C., to which this reporter, among others, was drawn by a desire to hear what the South had to say on the much debated subject of "social breakdown." [See "Stamford Studies Itself," by Bradley Buell, in *Survey Midmonthly*, September 1939.]

The July afternoon was hot as we left New York. At every station soldiers crowded into a train already uncomfortably filled with men and women going to Washington or on their way to visit boys at southern camps. Through the warm dark, mill lights in city after city signaled unceasing production of the thousand and one things a nation must have as it goes to war. It had been that way on this same route, memory suddenly recalled, during that earlier war, as a slower train took a young worker into what seemed far-off country for her first job.

That first job did not seem so remote, yet it might have been in another world. Only the names of the towns were the same; their very shape and color seemed to have changed under the impact of the movie, the radio, mail order clothes and standardized permanents, jaloppies and hard roads. Concrete winds whitely through valleys where the red clay used to be impassable after an hour's rain. Vintage Fords and Chevvies come down from the mountains now, not ox-drawn covered wagons. Brick school houses stand imposingly in towns where memory recalls a one-room shack —credit that improvement to the WPA. The signs warning the unwary against polluted drinking water are gone, testimony to the results of awakened concern for public health. Even the railroad stations are cleaner and more modern.

On that first job, a public health nurse or a clinic doctor

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would have been a welcome ally. Still vivid is the recollection of one "country doctor," discovered, after painstaking search, in a dusty room over a dustier store. Feet on desk, plug of tobacco in his mouth, he had the proverbial heart of gold, unerring aim in locating the spittoon, but not much of the needed public health skill. But this last summer in Blue Ridge, not many miles from where that dusty office used to be, a southern psychiatrist was among the seventy-five social workers who came from Texas and Florida and Virginia, and all the states between, for a week of discussion on social planning. Years might be short, but this Southland had traveled a long way.

TO Blue Ridge, summer after summer, this annual conference sponsored by Community Chests and Councils brings delegates from every part of the South, representing councils of social agencies, family societies, recreational services, child welfare agencies, public welfare and public health departments, probation departments — the whole range of services that have grown up out of the desire of people to help each other to healthier, happier, more useful ways of living.

Into the making of the 1942 conference went more than a year of effort on the part of social workers in seven cities —Richmond, Va., Raleigh, N. C., and Jackson, Miss., all state capitals; Birmingham, Alabama's great steel center; Greenville, S. C., and High Point and Greensboro, N. C., stops, all three, on the mill-bordered highway Jonathan Daniels dubs "Gold Avenue." A survey committee in Greenville; a WPA study in Birmingham; students in Greensboro; the research department of the Richmond Council of Social Agencies; social workers, Junior League members and community volunteers everywhere had been drafted by the chest executives of these seven cities to search out clues as to what was happening to their communities and the people in them as a preliminary step to streamlining their welfare organizations for more effective service during the war years and after.

Through court records, police blotters, public welfare department files and institutional commitment papers, these volunteer workers traced the families beset during 1941 by troubles so acute as to necessitate authoritative action on the part of some public body. Bringing this material together was not easy. "Unforeseen obstacles appeared in almost every phase of the study," Richmond reported, and the other cities agreed:

1. There was insufficient identifying information on records.
2. Differences in fiscal years made the study more time consuming.
3. Definitions in some departments were not entirely comparable with those required in the breakdown study.
4. Considering the magnitude of the problems, and the use of 1941 as the base year, there was insufficient time for such refinement as should be made.

Crystallized finally into the familiar social breakdown categories of crime, delinquency, mental disease, mental deficiency, divorce, child neglect, illegitimacy and unemployability, the rates—even when unemployability was excluded as irrelevant—were appallingly high, grim evidence in city after city of something still amiss in the use or adequacy of community resources. A barrage of questions greeted the reports. Public welfare and health personnel, probation practice, liquor laws, facilities for the care of the mentally ill and the mentally defective, rigid divorce laws, local practices in caring for children—all were under fire. What about community attitudes? Preventive work? Private agencies and community understanding of the use of their services? What about public relief—its adequacy, its administration? Challenges flew thick and fast; each answer started discussion afresh.

The South's great problem—opportunity and training for the Negro—was reflected throughout the sessions. Again the Richmond report phrases succinctly difficulties every city admitted:

> Study of the history of the Negro race since its emancipation, little less than four generations ago, reveals that the disintegrating influences which operate against family unity have dominated the Negro's life experience. The principal environmental factors seem to be (1) inadequate income, caused by restriction of employment opportunities, (2) poor housing conditions, which have subjected the people to preventable diseases and to moral laxity, (3) high rates of morbidity and mortality with inadequate facilities for care, (4) unsupervised home conditions due in most cases to the employment of the mother and (5) the lack of recreational and educational opportunities. These factors have influenced the standards of living and incentives for self respect. The Negro's highly emotional make-up has made him easy prey to deteriorating forces. The Negro has been judged by standards set up by the majority group. Most planned programs have been based on the accepted needs of the white race and not on the specific needs of the colored.

Out of this Blue Ridge Conference is emerging something worthy of study, for these seven cities, whose willingness to face facts impelled them to this initial study, have agreed to continue their fact-finding, and it is probable that other cities in the region may join them. The social workers in these cities believe that over the years they will discern trends which will guide their welfare services to greater effectiveness. Even now, with admittedly incomplete material and the necessity of avoiding conclusions based on limited observation, they see results that justify the time spent in study. Volunteers who have dug through fragmentary public records are inquiring what forces breed the sorry conditions they uncovered. From inquiry to action is not a long step. Court officials in one or two places have begun to remedy practices hitherto ignored. With city-wide figures of need at hand, private agencies are at last in a position to substantiate their appeals for support for preventive programs. They are planning, too, to reinforce the social breakdown figures by a search of their own files to bring to light instances of threatened breakdown prevented by well directed skilled service.

"The content of human suffering goes into the making of a social breakdown rate." That comment by one of the Blue Ridge group leads directly to the factor that makes this statistical device so important—the folks behind the figures. The boy in trouble with the police, the girl too eager for fun, the family shaken to its foundation by the needs of the child who is "different"—their problems, multiplied, are reason and opportunity for social service. Lives are scarred and communities injured by these apparently small individual difficulties which in bulk have a significance the more profound because they are not confined to any one side of the tracks, but crosscut the community.

There is nothing abstract or isolated about social breakdown figures. Behind them lie easily identifiable life experiences. They are measurable; they can be authenticated. They can be related unmistakably to the life of the community. Of such material is created the stuff of top-flight

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publicity, to drive home what social services can do not only in salvage and reconstruction, but in prevention of social ills.

These southern cities are using social breakdown rates as a sensitive, reliable social barometer. Such figures will not measure the efficiency of community services, but they will point to pressure areas in which community services must be strengthened to withstand a gathering storm. Social work needs such a barometer, especially now, when war is intensifying personal and community strains, and swift, far-sighted action must forestall destruction at home of the very human values we fight to preserve.

There was a flood in the South as the train left Blue Ridge—not serious, but enough here and there to cause delay. In the long waits at little stations with well-remembered names, there was time to look up concreted Main Streets and try to convert stucco and plate-glass facades into the drab clapboarded buildings that lined the red-clay roads in the days of that first job. Then all the talk harked back to the War Between the States. The first World War that was drawing boys down from the mountains seemed almost unimportant. Now these towns are facing forward, girded again to fight, but looking far beyond war to a better peace. The Blue Ridge Conference was only one sign of the swift, sure action with which this new South is meeting the problems of a world from which it is no longer withdrawn.

The reporter, looking from the train window at today's farms and mills and the boys in olive drab and navy blue, thrust memory into the background where it belongs. It was of value only to highlight progress. Reality was in the pithy remark of a northern social work executive who has found new horizons in work in the South.

"Maybe the South had to start late and way back of the rest of the country in social work," he commented, "but now that it is on the way, it's moving fast! Watch it!"

Business Men Speak Their Minds

By JOHN PRINS

Past President of the Tacoma, Wash., Chamber of Commerce

Oh wad some power the giftie gie us
To see oursel's as others see us!
Robert Burns

NO UNUSUAL power has been necessary to give social workers in the state of Washington the chance to see themselves through others' eyes. And that these eyes were the eyes of business men was not the mere chance of fate. Rather it was practical deliberation on the part of the executive secretary of a local community chest that prompted him to come to me to find out what business men think of professional social workers. My own opinion was, after all, only one man's. But together we set about finding out what 200 other selected business men knew or thought of the social workers in our state. The opinions were obtained through a questionnaire which defined professional social workers as "the people who spend the dollars you and I contribute to the tax coffers and Community Chests." We received 112 replies, most of them frank and vigorous. Here are our questions and something of what we learned:

1. Do you know any professional social workers?

Out of the 112 persons who replied, 102 answered "Yes," although 7 of these said they knew only a few. Ten did not know any social workers. Several said they knew many. Those who said "No" went ahead and answered the questionnaire anyway as we had requested. A few elaborated their affirmative replies with remarks such as:

Two genuine ones, many promotional ones who are misnamed.

Yes, it's unavoidable these days.

2. Do you believe that on the whole professional social workers turn your charitable contributions and tax dollars into wise expenditures?

Eight did not or could not answer; 68 said "Yes"; 22 said "No"; 5 said "Yes, especially the private social workers"; 1 said "Yes, especially the public social workers"; 2 said "some do and some don't"; 5 said "doubtful," "fair," or made reservations; 1 said "it depends on the agency." In other words, 65 percent gave the social workers a vote of confidence. But some of the "Yes" group modified their answers:

As a rule, the actual workers do a fair job of it, but the administration costs are in most cases entirely out of proportion to the good done.

Yes, if limits are placed on expenditures.

The following was typical of the objectors:

Not as much as they might. They are disposed to view such matters from a theoretical viewpoint rather than from a practical viewpoint, without too much concern for those who have to provide the funds.

But the social worker can take heart from such replies as:

The great majority of those with whom I have come in contact do an excellent job in my opinion.

3. Do you think of professional social workers as a stereotyped group? If so, describe your impression.

Forty-seven said "Yes"; 43 said "No"; 8 said "it depends upon the individual"; 4 said "state social workers, Yes"; 10 did not know or did not answer. This question admittedly invited criticism and got it:

My impression is that the person appointed to fill a position of this kind is either out of a job or is appointed for political reasons and usually is not fit for the job.

Colleges and other institutions encourage courses in this work as vocational life work—indicating they think we will never get away from government help and registration of a considerable number of our citizens.

In my humble opinion I feel that a social worker should be a good salesman instead of someone who goes around with the attitude of "take what we offer or go without." This big shot attitude doesn't get over even with those people they try to serve.

As a whole they are inclined to be sophomoric. They must guide the ignorant lay people like Moses through the wilderness, and I often think they manufacture this wilderness so that they can guide their ignorant lay people therefrom.

They have in the past ten years developed into a group of "near racketeers."

They are people who see human beings as "cases" instead of as human beings.

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Unable to do so, as this paper is not asbestos.

There were others who were more sympathetic in their affirmative answers:

To a large extent, yes! They are doing an unusual sort of work in a society that has not entirely adjusted itself as yet to the field in which they work and the social problems involved. Consequently, there is bound to be a group attitude or psychology apparent at this stage of the game. There may be an inferiority complex involved.

Yes. With limited budgets, and unlimited demands for their services and money, they have become a group somewhat confused as to just how to carry out an all around program. They try to cover the whole field, and to that extent limit their efficiency and their effectiveness. It makes their program a little too much hit and miss.

Among the negative answers were the following comments:

I feel most of them serve loyally—but are unhonored and unsung.

The social workers I know are in that work because they love it.

No more so than other professional groups; attorneys, doctors, teachers. We are inclined to type all such into a composite personage, which usually discounts the average of that profession more than it should.

No, I would not say so. I do think however, there should be supervision by trained persons to prevent the ordinary social worker from getting in a rut. Somebody with a large experience to present new ideas of procedure, initiative and common sense to meet the ever changing situations.

From among those who said "it depends on the individual," came the following:

They are individuals—some good—some impossible.

4. Do you think professional social workers are underpaid, overpaid, or reasonably, adequately compensated?

Twenty-three answered that they did not know; 47 said "adequate"; 27 answered "underpaid"; 8 said "overpaid"; 2 singled out the state social workers as being overpaid; 5 said it depended entirely on the individual. There was little comment on the question.

5. Do you believe specialized training is necessary to people who must work with those in distress, determine eligibility for public assistance, old age assistance, and the like?

Sixty answered "Yes"; 44 answered "No"; 8 could not answer. Let us quote a few of those who said "Yes":

Common sense dictates a certain amount of special training for important special jobs but I believe that such training —whatever it may consist of—should not be the only qualification. Experience in handling people in a humane and effective manner should count also.

With a few notable exceptions in my experience, I believe that an untrained social worker is likely to do more harm than good.

Without training, social workers would be in the position of an amateur home-experienced mechanic turned loose on the mechanism of a Boeing bomber. Their hearts might be in the right place, but they would have neither the tools nor the training with which to do an adequate job.

Yes, except where long experience, coupled with a reasonable amount of reading along specialized lines, will offset training. If we are physically sick, we call a doctor who must be a graduate of a college course plus specialized study plus practice; if we are legally sick, we call on an attorney who has completed a college course plus specialized training in a school of law plus practice; social workers are dealing with people who are socially sick, therefore the professional standards should be equally as high as in the other professions.

But now look at some of the "No's":

Who wrote the course in the first place? Who can author what are mostly human problems of high individuality?

We don't require college education of our congressmen—why for social workers?

Over-emphasis on theory in college and not enough of the real practical human understanding. A little elementary accounting would be a help.

If you have the qualities for a social worker you have them with or without special training.

No, they should be trained by being "Up Against It" themselves for a time.

Present standards are too rigid—I believe that a general college course in the humanities, plus a year of specialized and practical experience, an interne period (as doctors) would be helpful. Danger of becoming too academic.

6. a. Do you think it is natural for social workers to desire social reform through legislation and pressure groups?

Ninety-five answered "Yes"; 7 answered "No"; 10 could not answer. But in spite of the near unanimity a few were caustic:

Yes, if not for the misfit's sake, at least for their own.

From a selfish standpoint—yes. Perpetuation of one's job is always an incentive.

A few ruled out "pressure groups" from the question and then answered "Yes."

6. b. Do you think it is proper for them to work actively toward social reform legislation, exert pressure and participate in lobbying activity?

Fifty-eight answered "No"; 42 answered "Yes"; 3 answered, "private Yes, public No"; 3 answered "it depends"; 6 did not answer. The "No's" were mostly afraid that lobbying by social workers would lead to job perpetuation:

Their desire for reform is natural and justified if sound, but encouragement of "pressure groups" results in other consequences than mere reform.

There were those who felt that social workers themselves would be hurt by such activities:

I think it can be detrimental to them as a group. Laymen supervision, by *businessmen,* is the safe way.

A number indicated that social workers should limit their social action to furnishing information:

Legislation, yes, but not through pressure groups and lobbying. Should be on basis of giving information, accurate, only.

No. I think the organizations they represent should handle legislative matters through special committees.

Ideally, I believe that social workers should be impartial fact-finders, presenting their facts to an enlightened public and law-making group and that reforms should then follow from intelligent collaboration between representatives of the social workers, the public and the law-makers.

From those who saw social action as a part of the social worker's job came the following comments:

I think they should. Certainly they would be more qualified to do the work than some other person who just has the ability to pour whiskey-sours and talk, and not know the actual facts.

Yes, if there is no ulterior motive to preserve their own job and encourage citizens to stop work and go on relief.

7. Do you think social workers should work to achieve eventually a professional status comparable to that of medicine and law?

Fifty-six said "Yes"; 47 said "No"; 9 could not answer.

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One answer looked to the post-war world:

In my opinion we have long been in an era in which social work is as essential to the well-being of the community as are the practices of medicine and law. Therefore it follows that social workers should achieve the social status comparably equal to those professions. During the grim period of economic maladjustment which must follow the present war, the problem of pulling our social system back together is going to rest squarely on the shoulders of the professional social worker.

But most of the "Yes's" were qualified:

There are and should be different grades of workers corresponding to doctor, nurse and practical nurse.

Possibly in some cases such as Red Cross work, but not for the sole purpose of holding a political job.

Probably—although in a way that assumes the problems they are attempting to solve are insoluble.

This may be all right. They are trying to do this and I know of no way to stop them.

The "No's" were decided:

Only if you favor destruction of individual initiative and wish to regiment the public.

It would ultimately be their undoing.

No more so than "management" in any business.

Not if it leads to perpetuation of adverse conditions in order to preserve "profession."

Haven't they got it now? I have had such impressed on me innumerable times. I've accepted it with my own private reservations (and a hidden desire to say 'Pffft').

No. We need educators who are experts in social work, administrators who are experts, etc. The field is too broad, too general, to develop professional status.

If this ever occurs, the Japs wouldn't even want this country.

8. Describe your idea of an "ideal" social worker, as to age, sex, marital status, academic training, experience and personality.

This opportunity to write an "essay" was seized by most of the business men with apparent delight, though a few refused to describe the ideal worker, calling it an impossible task. The qualification most frequently mentioned was experience: 38 of the answers indicated that this was necessary; 27 mentioned a college degree or training; 16 that indescribable characteristic called "personality." Twenty-three regarded "sympathetic understanding" and "interest" as necessary. A handful insisted that a social worker should be firm. A few said that he must be able to say "No." In addition there was a scattering of votes for the following qualifications:

cheerful	honest
broad	fair
must be able to meet people	personally attractive
have sales qualifications	dressed in taste
have nursing training	poise
willing to sacrifice	humor
healthy	must have a hobby
have general culture	earnest
have judgment	intelligent
must be a mixer	resourceful
have police court experience	must love people
must have suffered	not an only child
must have common sense	not too trusting
evangelical, but not soupie	sunny disposition
winsome	not too soft
not patronizing	inspire confidence of client

Many expressed positive opinions regarding a social worker's marital status. Twenty-three thought that the social worker should be a married person, while 7 added that the social worker should have children, and 2 preferred a widow or widower. Twelve preferred a woman to a man; 5, a man to a woman. Four mentioned that a social worker should be single, one specifying a single woman.

In regard to age, the majority of answers recommended maturity. Twenty-eight mentioned middle age. Seven set 25 as the absolute minimum age. One expressed the belief that the social worker should be under 50.

Here are some of the "ideal" descriptions:

A smiling cheerful middle-aged married man or woman who has had experience in meeting people and who has plenty of patience and a balanced sympathetic attitude.

Any social worker must have the patience of Job coupled with the horse sense and wisdom of Solomon to contend with many of his cases. One thing is essential and that is a profound interest in people, both as a group and as individuals, and a knack for adapting his interests to the individual problems of the cases with which he is working.

An "ideal" social worker is one who puts more emphasis on service and less on professionalism and who places a higher value on experience and personality than on academic training. One who can easily forget about his Degrees. Age depends largely on the maturity and responsibility of the individual. Generally from forty to a maximum of sixty years for executive positions. The sex depends upon the type of welfare work involved. Some women are very capable, but administrative positions generally are better handled by men. The marital status is important, and paid women social welfare workers should be free from home responsibilities or problems.

There ain't no such animal yet unless you can qualify a good "mother."

No special type but a man or woman that believes that an able-bodied person should work and earn his living.

A woman, a mother, about 40 or 45 years of age, not entirely dependent on her social worker's pay for a living, of at least two years of college education, a good mixer and of even disposition.

Should be more "hard headed" than the general run of over-sympathetic young women whom I have observed trying to help those who refuse to help themselves or expect things to be done for them.

No ideal as to description. The best is of any age or sex who is really interested in humanity, and has ALWAYS made it his life's work, as the Salvation Army, Catholic Sisters, etc. Not the misfit and failure in any other business who seeks to live on the taxpayer under the guise of Social Welfare.

Twenty-eight to 35—female—either married or single—college desirable but not required—experience desirable but not necessary. She must have an honest desire to help people first. Justice must be her byword. She should face facts and be able to put herself in the other person's shoes. She must be able to say NO and be able to make the other person see that NO is right.

In short they should be wise as the serpent and harmless as the dove.

It would be interesting if business men could learn from social workers, public as well as private, what they think of the cooperation they receive from business men. It may be that another questionnaire is in order. As it is more beneficial to receive advice than to give it, no doubt business men would also welcome the chance to see themselves as others see them.

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Here in Washington • • By Rilla Schroeder

THE second manpower report of the Tolan Committee (officially the sixth interim report of the Select Committee Investigating National Defense Migration) is even more devastating than the first. The war, it declares, can be lost in Washington and, it reiterates, rapidly is being lost through the stupidity of the present War Manpower Commission. Once more the committee states its opinion that those officials who have charge of the war production program including the mobilization of manpower "have not grasped the meaning of modern war." The committee is not opposed to compulsory legislation as such but, "our stand in favor of postponing national service legislation is based upon our view that the creation of adequate machinery for manpower mobilization must precede the passage of such an act."

The bill introduced by Mr. Tolan would set up a new and independent overall agency, the Office of War Mobilization. After a thorough overhauling, and, in many instances, probably re-staffing, four existing agencies would go into the new agency: Office of Production and Supply; Office of Manpower Supply; Office of Technological Mobilization; Office of Economic Stabilization. All personnel of the OWM would be civilian; further, all persons attached to the military service transferred to the OWM would be relieved from active service.

To Number One of the four subagencies, OPS, would go the functions and personnel of the War Production Board and Smaller War Plants Corporation; those subdivisions of the War, Navy and Treasury Departments, the Maritime Commission and of the Office of Lend-Lease engaged in or concerned with the procurement, manufacture or other provisions of war material; those subdivisions of the Federal Loan Agency and the Department of Commerce concerned with financing plant expansions, materials purchases, or other operations bearing on the purposes of the bill and, finally, the Office of the Petroleum Coordinator. OPS would receive, also, the functions and personnel of the Selective Service Administration and the War Manpower Commission with the exception of those specifically transferred to one of the other three subdivisions of OWM.

The Office of Technological Mobilization would receive the functions and personnel of the Office of Scientific Research and Development, the National Inventors Council, the National Advisory Committee on Aeronautics, and the National Roster of Scientific and Specialized Personnel. To the Office of Economic Stabilization would go the functions and personnel of the Office of Price Administration and the present Office of Economic Stabilization.

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THE DIRECTOR OF THE NEWLY CREATED Office of Economic Stabilization, former Associate Justice and Senator Byrnes, delivered the opinion (his first) in the "Okie" case, *Edwards v. the State of California*. Certain bits of that now famous decision come trippingly to the tongue, "the relief of the needy has become the common responsibility and concern of the whole nation"; "poverty and immorality are not synonymous." If Director Byrnes had nothing else to his credit (and he has plenty) his reputation could stand on that one opinion.

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LAFOLLETTE OF WISCONSIN AND THOMas of Utah have jointly introduced five bills extending the benefits of liberal, social and labor legislation to industrialized farm workers. The bills provide, briefly: extension of old age and survivors insurance under the Social Security system; determination of fair wages as distinct from minimum wages through a system of agricultural wage boards coordinated with the War Labor Board; regulation of private employment agencies, labor contractors and other forms of private recruiting in industrialized agriculture; extension of the wage-hour law to industrialized farm workers; extension of the National Labor Relations Act to industrialized agriculture.

The two senators have, also, introduced a resolution calling for a joint Senate and House investigation of the proposal to assist millions of farmers on submarginal land in converting their efforts to war production, either as rehabilitated family farmers or as trained wage workers on "farm factories."

The resolution and bills, according to their sponsors, would, "establish an equitable basis for a more vigorous war-manpower policy" and, it is hoped, stop the exodus of a farm workers to more profitable and secure employment.

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THE SENATE COMMITTEE ON EDUCATION and Labor is holding hearings on the LaFollette bill for the rehabilitation of both service men and civilians disabled by enemy action. Prospects are that the measure will be brought before the Senate for a vote shortly after election.

On the House side a similar measure, sponsored by Barden of North Carolina, has been given a hearing by a sub-committee of the House Committee on Education.

A half dozen or more bills for the rehabilitation of service men were considered by the House Veterans Committee and a single measure, combining the best features of all of them, was reported and passed.

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THE HOUSE PASSED THE GEYER ANTIpoll tax bill by a thumping majority (252-84). The debate was especially interesting because some of the bill's strongest supporters were from the South. Unfortunately the sponsor of the bill, Lee Geyer of California, did not live to witness the triumph of his long campaign.

A sub-committee of the Senate Judiciary Committee has amended the almost identical Pepper bill by substituting some of the wording of the Geyer bill and reported it favorably. It had previously declared the Pepper bill unconstitutional.

Threats of a filibuster kept the bill from the Senate floor before election and may continue to do so until the end of this Congress.

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NATIONAL HOUSING ADMINISTRATOR Blandford has announced, "If the current construction program, the voluntary war guest program, and the voluntary conversion program, do not yield a sufficient amount of the necessary housing in time, we shall be forced to recommend the compulsory use of available private facilities through billeting, commandeering, requisitioning, and similar devices. Plans for providing the authority to put these measures into effect if necessary are already being formulated."

Loss of trained workers who could not find places to live has adversely affected the war program, Administrator Blandford said, and added that the government will soon begin leasing privately owned homes and buildings for remodeling as living quarters for war workers and their families.

Paul V. McNutt, War Manpower chief, has designated eleven areas for special handling because of their labor and housing problems: the States of Washington and Oregon, the cities of Buffalo, N. Y., Akron, Ohio, Louisville, Ky., Mobile, Ala., Oklahoma City Portland, Me., San Francisco, Los Angeles, Phoenix, Ariz., and St. Louis.

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The Common Welfare

Friends—Not Enemies

COLUMBUS DAY, appropriately, was the occasion for Attorney General Biddle's announcement last month that the 600,000 unnaturalized Italians in this country were no longer to be classified as "alien enemies." Under the liberalized regulations, which went into effect October 19, they need not comply with the restrictions imposed on nationals of countries with which the United States is at war.

Mr. Biddle justifies this indication of confidence in nationals of an enemy country by reference to the exemplary conduct of our Italian population during the months that have elapsed since our entrance into the war. Although Italians make up more than half of the million "alien enemies" in this country only 653 have been among the 11,000 taken into custody since Pearl Harbor. And of these 653 it has been considered necessary to intern only 228. Said Mr. Biddle in his Columbus Day address:

> We now have the results of ten months of an unprecedented exercise of wartime vigilance. We have watched these Italians, these so-called "alien enemies"; we have investigated, we have acted on the slightest impulse of doubt. We have taken no chances. And what do we find? . . . Cause to intern . . . fewer than one-twentieth of one percent.

The ruling, of course, does not exempt dangerous or disloyal individuals from apprehension or internment. It does, however, enable persons of Italian nationality to participate unhampered in the war effort on our home front. That they must be eager to do so is indicated by the fact that their sons are serving in the United States armed forces in such numbers as to make an average of 500 in each army division.

The Attorney General's action has been accepted with general approval as a wise step in this country's psychological warfare. Its message of belief that persons from fascist countries do not necessarily have fascist hearts and minds has been carried to Italy and other European countries by short wave broadcast and through leaflets which have been scattered over Italian soil. It has been hinted that the policy might be expanded to include nationals from other enemy countries.

War Guests or Billeting

PERSONS living in overcrowded areas can make an important contribution to the war effort by opening their homes at once to "paying guests." Unless they do so, warns John B. Blandford, Jr., administrator of the National Housing Agency, 1,500,000 workers might be hindered from taking part in war production because of the lack of available housing.

In order to push a program, including this and other methods of assuring the fullest use of existing dwellings for war housing, the NHA launched its Homes Utilization Division last month. The division will lease private dwellings directly, make appropriate alterations to meet the needs of war workers and their families and rent and manage them for the duration. Its program will be planned and directed from Washington under the leadership of Frank Bane, on loan to NHA from the Council of State Governments, and will be administered through the ten NHA regional offices and the local War Housing Centers.

Though the war guest campaign is counted on to produce the largest volume of accommodations, the possibilities of a third method of procuring additional dwellings is now under consideration—the utilization of large vacant structures such as warehouses, abandoned hotels, and the like. The plan—still only in the exploratory stage—would be under the supervision of the Federal Public Housing Authority, which would purchase the structures, remodel them for individual or family occupancy, and arrange for their operation.

If these voluntary programs do not meet with success there will be no alternative, says Commissioner Blandford, to compulsory billeting and the commandeering and requisitioning of needed buildings.

Color Bars for Orphans

CHARGING that five Protestant orphanages in or near New York City practice "racial discrimination" against Negro children, William Hodson, Commissioner of Public Welfare, has ordered the removal of 405 white children for whom these institutions have been caring. The city has been paying varying weekly rates for the children's maintenance. In informing Mayor F. H. LaGuardia of this action, Mr. Hodson submitted a report showing that Catholic and Jewish agencies "have all expressed their willingness to comply with the provisions of the Race Discrimination Amendment, and all but five of the Protestant agencies have agreed to do so."

The amendment, adopted by the city's Board of Estimate in April, became effective October 1. It provides that no charitable institution may receive money from the city if it practices racial discrimination in admission.

Mr. Hodson's report quoted spokesmen for the five institutions as having said it was not a practical nor a wise policy to have Negro and white children in the same institution. He stated that the twenty-seven Protestant institutions which have no color bar take care of about 5,000 children; the ten Jewish institutions care for about 4,000; and the twenty-four Catholic institutions look after about 9,000 children. He added that it has been the experience of the Welfare Department that "Negro children can be brought up with white children if the attitude of the management is sympathetic and there is an understanding of the needs of both groups."

The Draft and the Colleges

THAT Congress has accepted, as a wartime necessity, the draft of eighteen and nineteen-year-olds is clear at this writing. Both houses have passed bills, and the two measures are now in conference. Present controversy centers around the amount of training to be given youths under twenty before they may be sent outside the United States. Army higher-ups and other experts are opposing the amendment offered by Senator O'Daniel, which would require one year of training in the United States for all draftees under twenty. It is held that any such limitation

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would tend to cripple divisions, and hamper the present effort to train all selectees with reference to ability and education, rather than age. Students at Williams College are asking students in other men's colleges to join with them in urging "immediate and unqualified" adoption of the lower draft ages.

Meanwhile, there has been a rush of out-of-school youths under twenty to enlist in both the navy and the army. While the new draft rules are not expected to call any substantial number of eighteen and nineteen-year-olds into the service before June, schools and colleges are concerned with the effect of the proposal on their student bodies. As *The New York Times* points out editorially, "It is difficult to imagine any greater victory for Hitler than the closing of our colleges and universities." The establishment of a training corps in colleges and universities, making more effective use of campus facilities and personnel in the training program, was proposed as a possible solution of the college problem at a special meeting of the Association of American Colleges in Philadelphia on October 29. Admitting that unless some such plan were adopted, the eighteen-nineteen-year draft bill would force the closing of a number of liberal arts colleges, the educators expressed their eagerness to modify their programs in every possible way to contribute to the winning of the war.

The Co-ops and the Networks

THE refusal of both the National Broadcasting Company and the Columbia Broadcasting System to sell time to the Cooperative League of the USA for its program, "Let's Get Together, Neighbor," has raised a storm of controversy. The co-ops charge unwarranted censorship of their plan to inform the public about the advantages of consumer cooperation, and in this charge they have the backing of liberal groups and individuals, and of a number of editorial writers and columnists. Senator George W. Norris of Nebraska introduced a resolution calling on the Senate Committee on Interstate Commerce to investigate the statement of the League that the two networks have discriminated unjustly against the co-ops by refusing to accept the program. James Lawrence Fry, chairman of the Federal Communications Commission, has asked the two broadcasting companies to explain their action in refusing to sell time for the co-op program. Publications as diverse in viewpoint as *Commonweal,* Catholic weekly, *Tide,* journal of advertising and marketing, *The New Republic, The Springfield Republican,* the *Philadelphia Evening Bulletin,* have criticized the action.

Some weeks ago, the co-op program, which already had been accepted by about thirty independent stations, was offered to NBC's WTAM-Cleveland and KDKA-Pittsburgh, and to two CBS stations, WJVS-Washington, and WCCO-Minneapolis, as a transcribed program series. After examining the proposed material both networks refused to sell time for the broadcasts.

In a public statement explaining this action, CBS officials cited the system's "long-established policy not to sell time for programs devoted to public controversial issues." They added, "CBS makes time available without charge on a sustaining basis for programs of a public controversial nature and attempts to allot time fairly between contending viewpoints." The statement adds, "The Columbia policy is founded upon the premise that the ability to buy time should not determine the extent to which a particular side of a public controversial issue should be broadcast. . . . If the Cooperative League bought time to promote its interests, time could be bought by a powerful group of retailers or any other group which wished to oppose the League."

Taking a different view of the case, NBC officials based their refusal on an analysis of the proposed program "and our deduction . . . that the primary purpose of the League's planned advertising campaign is to promote new memberships. NBC has had a very long established regulation that prohibits the acceptance, on a commercial basis, of any campaign that solicits or promotes membership drives

Demand and Supply

"IN many places, as the population has grown rapidly because of war industries or military establishments the provision of health and medical service has not kept pace," says the preamble to the resolutions of the American Public Health Association adopted last month in St. Louis To remedy this situation the delegates urged that the appropriate public and private health agencies give immediate attention to the expansion of programs of maternity care and of health service and medical care for children "especially those in areas affected by war industries and military establishments."

That the possibility of such expansion has as its main deterrent the shortage of professional personnel was indicated at at least one of the sessions. There Charles P. Taft assistant director of the Office of Defense Health and Welfare Services, announced that the physician shortage was so grave that the army would have to slow down in its induction of doctors. "The armed services," he said, "cannot themselves afford the serious depletion of manpower in production and of morale on the home front, created inevitably by the lack of at least minimum medical services.

As if to back up Mr. Taft's St. Louis speech, on the same day a Senate subcommittee studying manpower charged that there had been "a tremendous over-militarization" of the physician supply "at the expense of the civilian population." The subcommittee, headed by Senator Pepper of Florida, urgently recommended that President Roosevelt order a resurvey and reallocation of medical personnel, and called for an over-all civilian authority to supervise and control the drafting and recruiting of medical men. The whole program, it suggested, should be based on a knowledge of "the irreducible minimum of medical care needed to prevent disease and epidemic in civilian America, including war plant areas."

In Memoriam

ON October 5, the first anniversary of the death of Louis Dembitz Brandeis, late Associate Justice of the Supreme Court of the United States, ceremonies were held in his memory on the campus of the University of Louisville and at the Supreme Court Building in Washington. In Washington the bronze head sculptured by Eleanor Platt [see *Survey Graphic,* August 1942, page 340], presented to the Supreme Court by the American Bar Association, was formally placed in the conference room of the Supreme Court Building. In Louisville a replica of the same head was unveiled in the Speed Memorial Museum on the university grounds, and later the Justice's ashes were buried under a portico of the Law School building

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The Social Front

The Public's Health

A NEW PROGRAM calling for the establishment in critical war areas of state-federal quarantine hospitals for the segregation of infected prostitutes and other persons capable of spreading venereal disease was announced last month by the U. S. Public Health Service. The hospitals will be staffed and operated by the federal service under the direction of Dr. Udo J. Wile, professor of dermatology and syphilology at the University of Michigan Medical School. The state health services will cooperate in the venture by rounding up the patients who are to be sent to the quarantine stations. The program also calls for study and possible application of the new short-term treatment methods for syphilis, including a one day combined chemical and fever treatment now on trial at the Wesley Hospital, Chicago, and for a vocational guidance service for the prostitute concerned.

In some places conditions have made it necessary to proceed with quarantine without waiting for federal action. Among these were Little Rock, Ark., Dayton, Ohio, [see *Survey Midmonthly,* September 1942, page 251], and the state of Florida. Florida already has three state venereal disease quarantine camps, at Miami Springs, Sarasota and Wakulla, and is planning three more.

Harlem's Health— The rate of maternal deaths is three times greater in Harlem than in the rest of New York City. The present infant mortality rate, 50 percent higher than in the rest of the city, represents a great improvement over twenty years ago when it was 100 percent higher. Tuberculosis is still a leading cause of death among Negroes, though fallen to seventh place among whites. The number of cases is on the rise in New York City as a whole. New health problems which are "not yet fully recognized and which are becoming more obvious" include nutritional deficiencies, cardiac diseases and cancer.

These were among the facts brought out by Dr. Jerome S. Peterson, health officer of the Central Harlem Health District and Dr. Ernest Lyman Stebbins, New York City's Commissioner of Health, speakers last month at a dinner celebrating the completion of twenty years of community work by the Harlem Tuberculosis and Health Committee of the New York Tuberculosis and Health Association. Since its organization in 1922 to provide a local advisory committee, a Negro professional staff and local headquarters to meet health problems associated with the growing population of Harlem, the committee has offered service to all residents of the district regardless of race. Both speakers at the anniversary celebration emphasized the importance of the committee in spreading health education among the people of Harlem and in providing them with a weapon against preventable diseases.

Suicide and War—That persons tend to forget their individual problems in wartime's demands for united effort is the conclusion that might be derived from the Metropolitan Life Insurance Company's statistics on suicides. The figures show that in this country the suicide rate for 1941 dropped below 1940. In England, the 1941 rate for males was 15 percent lower than that of 1939. The German figures also show a drop of 30 percent from 1939 to 1941. The sharp decline in English suicides began during the last three months of 1939—at the very beginning of the war. Similar decreases were experienced during World War I, when in this country, a 20 percent decline in suicides occurred between 1917 and 1918. Whether this was wholly due to the war, however, is not entirely clear, for the downward trend continued through 1920. Between 1915 and 1920, there was a 50 percent drop. Though our suicide rate rose sharply during the depression of the 1930's, it never has returned to its pre-1916 level.

Psychiatric Services—A complete reorganization of the selective service process and of the psychiatric services in the armed forces was recently recommended in a memorandum prepared jointly by the New York City Committee on Mental Hygiene of the State Charities Aid Association and the Emergency Committee of Neuro-Psychiatric Societies of New York City. The report charges that a poorer screening job is being done in this war than in the last and lays the blame on a "bias against psychiatry" on the part of army and navy medical officers. It urges the organization of "a permanent, unified selective agency for all the armed services, to be composed of specialized experts in internal medicine, physiology, psychology and psychiatry, statistical methods, punch card procedures, sampling methods of all kinds, questionnaire methods, special projective tests." It also recommends the establishment of a Division of Psychiatry and Psychology within the armed forces, to absorb the Personnel Division of the Adjutant General's Office and to have two sections: a Section on Psychiatry responsible for psychiatry in station and base hospitals, mobile and therapeutic units, the training and placement of non-medical and medical personnel; a Section on Psychology and Personnel responsible for "the placement of men according to their skills and their intellectual and emotional characteristics, and consideration of problems of morale, of special training, etc." Distributed by the New York City Committee on Mental Hygiene, 105 East 22 Street, New York.

Wanted, a Pied Piper—Among Britain's war expenses is an allowance for the upkeep of government office cats, recently authorized by the British Treasury. Other favored felines are the warehouse cats, for whom the Ministry of Food has set aside "shop soiled" or damaged dry milk powder. Sheer necessity, rather than any predilection for pets, has prompted this action by the British government, which has found itself in a battle against rats and other small rodents as a part of its war against Nazis, Fascists, and the like.

Hospital Manpower— A suggestion that the government help relieve the hospital manpower shortage by directing the 5,000 persons enrolled in conscientious objectors' camps into hospital service was made last month by Dr. Bert N. Caldwell, executive secretary of the American Hospital Association, in an announcement reporting on the use of 200 conscientious objectors now engaged in hospital work. These men have been assigned to two general hospitals, the Alexian Brothers, Chicago, and the Presbyterian Hospital, New York, and six state mental institutions at Williamsburg and Staunton, Va., Sykesville, Md., Farnhurst, Del., Philadelphia, Pa., and Fort Stillacoon, Wash. Other conscientious objectors relieving the manpower shortage in the health field are the twenty-five engaged in sanitary medical work in a hospital in Puerto Rico and the twenty-five working on a hookworm project in Florida. Conscientious objectors on duty at hospitals and institutions receive $2.50 a month in addition to room, board, equipment and uniforms.

Tb and Relief—"What are some of the things that make for inadequate relief budgets in tuberculous families?" asks Dr. H. J. Nimitz, superintendent at the Hamilton County Tuberculosis Hospital,

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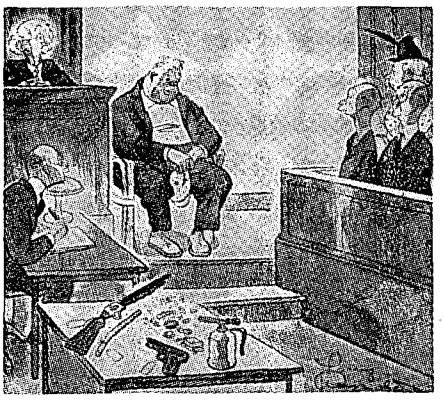
Cincinnati, in a paper prepared for Mississippi Valley Conference on Tuberculosis. In answering his own question Dr. Nimitz lays the blame not only to a lack of money but also to "a lack of thorough knowledge and sympathetic understanding of the real problems of tuberculosis by relief and welfare workers." Some of the aspects of the disease with which welfare workers must become better acquainted, he says, are its infectious nature, and its relation to inadequate nutrition. Though the paper presents enough factual material to go a long way toward increasing this acquaintanceship, some of the recommendations included for tackling the spread of the disease might lay the doctor open to charges of lacking a "thorough knowledge and sympathetic understanding" of the purposes and methods of the welfare worker. Among them are: making it mandatory to supply all persons on relief with fortified or enriched milk or bread; compulsory periodic check-ups of all tuberculous families registered with the board of health or welfare departments; handling relief on a "wholesale" rather than a "retail" basis.

Congress of Correction

FOUR major concerns, all connected with the war, emerged at the Seventy-second Annual Congress of Correction which convened late last month in Asheville, N. C., under the sponsorship of the American Prison Association. They were: the availability of prisoners and former prisoners for military service; the use of prison manpower in war production; the present shortage of prison personnel; the administrative problems presented by rising costs and decreased appropriations. Normal professional concerns were there too—the effectiveness of prison case work, of classification, of correctional education, of present laws dealing with sex offenders, to mention a few—but the theme of the conference, "The War's Challenge to the American Correctional System," remained constant throughout the six days of meetings.

The dominant notes were first struck in the address of the association's president, G. Howland Shaw, Assistant Secretary of State, who particularly stressed the seriousness of the loss in personnel. To meet this problem he suggested that prison officials must not only "move heaven and earth to hold on to" the key persons in their organizations but must also devise some method for the use of volunteers. He also spoke of the responsibility on the correctional field of planning to combat the present rise in juvenile delinquency and the increase in adult crime sure to follow the war.

The liberalized policies of the army and navy toward the acceptance of men



Courtesy of Collier's National Weekly

"There ain't nothin' else to do nights. The town ain't got adequate recreational facilities."

with criminal records were outlined by James V. Bennett, director of the Federal Bureau of Prisons, who told of new plans for classifying prison inmates by selective service boards set up within the prisons. Mr. Bennett reminded the prison wardens, parole officers and probation officers present of their responsibility toward the success of such a program and of their "patriotic duty" to protect the armed services by warning the local boards of "undesirable" men.

How the way was opened for the use of prison manpower in the war effort was described by Samuel A. Lewisohn, chairman of the congress's Committee on Prisons and National Defense, the motivating force behind the steps which led to Attorney General Biddle's recent opinion making it possible for the federal services to purchase goods manufactured in state prisons. [See *Survey Midmonthly*, October 1942, page 280.] The use of prison manpower was also discussed by Clinton T. Duffy, warden of the California State Prison at San Quentin, who outlined the war work going on at his institution. Some of the projects he described were: the manufacturing of splints and hospital supply boxes for the Red Cross; of steel nets, mattress covers, valves, cafeteria trays for the navy; of furniture for the army; of night sticks for the state guard. In addition he told of the granting of provisional parole to 500 inmates to aid in the recent harvest and of the dispatching of prisoners to forest areas to act as fire fighters.

Among the resolutions adopted by the 600 delegates who attended the congress were the following: that urgent representations be made to the War Manpower Commission and the National Selective Service System for the deferment from military service of sufficient trained and experienced correctional personnel to "insure the continuance of minimum standards of security and welfare"; that efforts be made toward the enactment of legislation providing a federal indeterminate sentence law; that public recognition be given to the patriotism demonstrated by prisoners throughout the country in enthusiastically taking part in the production of war goods, in the purchase of war bonds and stamps, and in donations to blood banks.

New president of the American Prison Association, elected at the congress, is Richard A. McGee, supervisor of institutions for the State of Washington. Meeting with the congress were several other national associations which chose new helmsmen for the coming year, among them: the National Jail Association, Paul Brown, warden of the Westchester County Penitentiary, Eastview, N. Y.; the National Prisoner's Aid Association, Walter Botsford, executive director, Wisconsin Service Association, Milwaukee; the Prison Chaplain's Association, Rabbi Rudolph I. Coffee, chaplain at the California State Prison, San Quentin, Calif.; the American Parole Association, Sanford Bates, commissioner, New York State Board of Parole; the Warden's Association, Joseph W. Sanford, warden of the federal penitentiary at Atlanta, Ga.; the National Conference of Juvenile Agencies, G. Howland Shaw; the Medical Correctional Association, Dr. J. D. Reichard, superintendent, U. S. Public Health Service Hospital, Lexington, Ky.

Recreation

THE five-day War Recreation Congress sponsored by the National Recreation Association and held in Cincinnati in late September and early October provided an opportunity for a review of the special programs and needs of the various agencies serving the war effort through organized recreation. Most discussed topic was recreation for war industry workers, which occupied the attention of personnel managers, labor representatives, and executives of public and private recreation agencies. Out of the discussion emerged the consensus that industry and organized labor should provide more leadership for meeting the recreational needs of this group.

The recreation leaders at the meeting expressed serious concern over the question of personnel. Faced with tremendous demands for increased service, public recreation departments particularly are feeling the impact of the manpower shortage. Fifty-four cities out of four hundred have lost their chief recreation executives. Two hundred key workers are now serving with the armed forces or with the emergency recreation agencies. Others have entered industry. In an effort to solve this problem, recreational agencies are taking on more women workers and volunteers, and are utilizing the leadership ability of older boys and girls on the playgrounds, and in recreation centers.

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The delegates pointed to the spectacular increase in juvenile delinquency as an indication of the desperate need of increased recreational facilities and planned programs for youth activity. They also suggested that the great increase of employment of women in industry posed a new problem in the planning of recreational programs for industrial workers. Recreation for students also came in for consideration, with army officers who attended the conference heartily agreeing with the rest of the delegates that combative sports and intensified physical training should be provided as a means of building "physical endurance, stamina and agility." Other subjects to come under discussion were: the need for prompting "home and family fun," occasioned by tire rationing, high taxes, high prices, war strain; ways of circumventing the glamour of the uniform for young girls; the fuller utilization of church facilities, youngsters' clubs, and camps.

The delegates participated in folk dancing, community singing, social recreation, arts and crafts, visits and inspections around the city.

Among the outstanding speakers were: Eric A. Johnston, president of the U. S. Chamber of Commerce; Philip Murray, president of the Congress of Industrial Organizations; William Green, president of the American Federation of Labor; Charles P. Taft, assistant administrator of the Office of Defense Health and Welfare Services; Dr. Reinhold Schairer, distinguished educator in pre-Nazi Germany; Howard Braucher, president of the National Recreation Association.

Said Mr. Braucher: "This war is peculiarly a war in which public recreation has a special stake, because the recreation movement has always stood for freedom and democracy with no distinction between creeds, colors, or races."

Music in Harlem— The children of New York's Harlem will soon have a music center of their own if the city accepts the gift of the old Dwight mansion on 123 Street, offered by the owners last month. A committee of artists, educators, and representatives of the district are already raising funds to equip the center. The old home, fifty years ago the show place of then rural Harlem, for the past eight years has been the location of a WPA music school attended by 1500 children each week. It has been empty since last June when the project was discontinued.

Leadership Training—"The Ohio Study of Recreation Leadership Training," by W. W. Charters and Vaughn W. Fry, second in a series of mimeographs published by the Bureau of Educational Research, Ohio State University, offers a training curriculum for recreational leaders which was constructed with "the practical activities of recreational leaders on the job continually in mind." Though the five-year curriculum, which involves a program of generalized education, professional training and leadership practice, was turned down for adoption, because of practical considerations, by the university's Department of Social Administration and by its Department of Physical Education, the study has provided the recreational field with some definite professional material. Among other items the report contains: a list of personality traits and actions which illustrate them; a list of the activities, duties and problems of recreational workers; a "story of techniques that can be used in moving from activities to professional courses"; a description of eleven professional areas crossed by the recreational field. Price $2 from the bureau, Ohio State University, Columbus, Ohio.

On Leave— A total of 3,220,020 service men have been entertained at seventy-five recreation centers in New York City during the past year, according to recent announcement. Over 2,000,000 free tickets were distributed for stage and screen performances, sporting events, and other activities. Approximately 150,000 visits are being made to these centers each week.

For Soldiers— "Training Through Recreation," by Lieutenant William J. Pitt of the U. S. Naval Reserves, published by Teachers College, Columbia University, is a practical handbook for the new soldier. "Written for the individual," it discusses relaxation, darts, horseshoe pitching, buck-buck, movies, radio and record listening, self-education, galloping dominoes, Sweet Adeline, night school, the chaplain, tents, amateur plays, the camp library, choosing friends, cards without money, and a variety of other topics likely to be considered by the soldier in his odd hours. Price 35 cents from the Bureau of Publications, Teachers College, Columbia University.

Public Aid

IN SPITE of announcements as long as a year ago that general relief loads were down to a "core of unemployables" [see "Relief in These Times" by Gertrude Springer and Kathryn Close, *Survey Midmonthly*, November 1941], statistics from various welfare departments show that caseloads have since steadily declined without even experiencing the usual seasonal rise that comes with the fall months.

Pennsylvania, which had some 80,000 cases on its general assistance rolls a year ago, by the middle of last month had a total caseload of only 39,000. Of these the great majority were "cases without an employable member," thus indicating a complete reversal of the proportions in August 1939 when 210,000 out of 273,000 were "cases with employable members." However, that the term "unemployable" might be relative to the opportunities of the times is indicated by the fact that even the "cases without employable members" have dropped from 63,000 in August 1939 to 31,000 as of last month. Though the downward trend in new applications was halted temporarily as a result of WPA lay-offs, recent figures have shown them falling to new lows.

The New York City general or "home relief" rolls have followed a similar pattern, in spite of reports of growing unemployment in the city, which has not benefited by many war contracts. So few "employables" are now left among the 103,637 cases on the rolls that the Department of Welfare was hard put to supply 5,000 workers recently requisitioned by the WPA. In August 1942 there were 40,000 fewer cases than in August a year ago.

In Erie County (Buffalo), N. Y., the Department of Social Welfare in preparing its budget for 1943, has arrived at a

CHRISTMAS SEALS

. . . . Protect Your Home from Tuberculosis

November may mean elections to some persons, football and turkey to others, but to health workers everywhere it has one pre-eminent connotation, the beginning of the seal sale of the National Tuberculosis Association. This year a touch of grimness enforces the determination to make the usual success of this fund-raising effort for tuberculosis prevention and treatment, for figures from various cities throughout the country show that the incidence of the disease is rising. The sale begins officially on November 23, goes on until Christmas.

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figure $1,000,000 under the costs for this year. Declines are anticipated not only in home relief, expected to hit a low point of 4,100 by July 1943, but also in ADC, which it is thought will be affected by the expanded employment opportunities for women; and in OAA, where it is believed new applications will be fewer than the cases removed by death and other causes.

The numbers of persons benefiting from all types of public assistance programs and federal work projects throughout the country dropped 20 percent between June 1941 and June 1942, according to figures from the Social Security Board.

Settlement— Because the disparate settlement laws, which make it possible to lose residence in one locality or state before gaining it in another, may cause confusion and tragedy for numerous defense migrants after the war, the American Public Welfare Association is bending efforts toward the abolition of all such laws. In cooperation with the Council of State Governments the Association for some time has been gathering information on local and state settlement laws and the practice of administering relief under them, and has come to a conclusion in agreement with an announcement of the Eastern Regional Conference of the Council that "settlement laws as affecting relief have illogical, expensive and anti-social results." Anticipating the new APWA "cause" by several months was the State of Rhode Island which last spring in its new public assistance law, became the first state to abrogate residence requirements. All other states have laws making from six months to five years residence in the state a prerequisite for eligibility to any public assistance.

Food Stamps— Recommendations to smooth out operations of food stamp plans were recently made by the American Public Welfare Association's committee on food stamps set up last spring to study the plans because of "a growing feeling of dissatisfaction" among welfare administrators with the ways of the Agricultural Marketing Administration. In resumé, they are: that the AMA strive toward conformity in state plans by setting up a "plan guide" after consultation with representatives of the APWA and the Social Security Board; that the present method of local contracts be abrogated in favor of plans designed by the state welfare agencies to conform with the guide; that no local agreements be made except with the approval of the state welfare agency; that extension of the food stamp program be toward including the "most needy persons" on as wide a basis as possible before admitting "less needy groups"; that the requirement of revolving funds be abolished; that the program be extended to include school lunch projects as well as more individuals; that the Social Security Board eventually provide reimbursement to localities of one half the expense of administering the plans; that the use of food stamps be studied from the point of view of their effect on assistance grants and individual family welfare as well as of their success as a marketing medium.

Here and There— Old age assistance recipients in Arizona have been authorized by the State Board of Social Welfare to pick cotton or perform other agricultural emergency jobs without having deductions made from their assistance grants. . . . Between March and August a total of $8,300 was returned to the State of Washington as voluntary refunds from former recipients of old age assistance, aid to dependent children and aid to the blind. . . . The Delaware State Board of Charities recently inaugurated *Public Welfare in Delaware,* a monthly bulletin to serve as a medium of central reporting for the public welfare agencies in the state and those private agencies which receive public funds.

Social Security

AN UNPRECEDENTED expansion of Britain's entire social insurance program in the post-war period will be proposed to the House of Commons in a semi-official report which is expected to be submitted this month by Sir William H. Beveridge. Eighteen months ago, Parliament commissioned this international authority to draw up a scheme dealing with post-war problems. David Anderson, writing from London to the *New York Times,* states that "state insurance and state medical service are included in the report, giving protection from the cradle to the grave in sickness, unemployment, old age, maternity, widowhood, and death." The report also provides for "the establishment of a national income minimum below which none would fall." The proposals for financing the scheme—also included in the report —are said to be "stiff enough to make every man feel he has paid for the benefits he will get."

Unemployment Benefits— The year's low in unemployment benefit payments was reached in August, according to a report by Paul V. McNutt, Federal Security Administrator. The August total was $26,900,000, which was 18 percent less than the amount for the previous month. Mr. McNutt predicted that benefit payments would decline still further in the remaining months of 1942, and that payments for the year would not exceed $375,000,000. These figures, however, must be compared with figures for 1941. In August a year ago, benefit payments to the unemployed amounted to $27,033,000, only $100,000 above the August 1942 figure. The total figure for 1941 was $360,187,000, or substantially less than Mr. McNutt's estimate for the current year.

Frozen Taxes— Congress last month accepted the Vandenberg amendment to the tax bill, "freezing" social security taxes at their present levels. In a letter to the chairman of the Senate Finance Committee, President Roosevelt strongly protested the proposal urging that it is important now "to strengthen, not to weaken, the social security system." The President stated that as soon as the tax bill was out of the way, he would submit a comprehensive program for extending the social security system in line with his budget measure of last January. The President stated: "This is one case in which social and fiscal objectives, war and post-war aims are in full accord. Expanded social security, together with other fiscal measures, would set up a bulwark of economic security for the people now and after the war, and at the same time would provide anti-inflationary sources for financing the war." At this writing, the administration has submitted no legislative proposal along these lines, nor is it clear what chance such a measure would have, in view of the attitude of Congress on the Vandenberg amendment. To date, no action has been taken on the Eliot bill, extending and liberalizing the Social Security Act, which the Massachusetts representative introduced in September [see *Survey Midmonthly,* October, 1942, page 276].

Mountains of Paper— In a recent issue of the Placement-Unemployment Insurance Bulletin, published by the New York State Department of Labor, Karl Ficek, chief of planning for the division of placement and unemployment insurance, summarizes his impressions of a trip to the state offices of eleven states and the central office of the Railroad Retirement Board in Chicago. One section of the article deals with "the mountains of paper which pass through the central mailroom." Mr. Ficek writes that these are composed chiefly of "automatic" separation notices from employers. He adds: "Of one hundred pieces of paper, duly filed, only twenty have any possible bearing on the status of insured workers; the other eighty represent separations of employes who never file a claim for benefits. Of the eleven states visited, only two are not plagued by this avalanche of useless information. One of these, Wisconsin, has always followed the practice of inquiring into reasons for separation only after the filing of a claim; the other, Minnesota, has amended the disqualification provisions of its law in order to give its employers some relief from the reporting duties which were previously imposed on them." Mr. Ficek also notes,

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among other points, "the almost incredible and ever growing complexities of the laws," "the trend toward decentralization of authority," and "the headache of partial unemployment benefits" being paid now in appreciable volume only in a few states.

Record and Report— The Social Security Board has issued a revision of an earlier publication, "Some Basic Readings in Social Security." It lists more than 800 titles, topically arranged. . . . The International Labor Office has just issued an international survey in essay form under the title, "Approaches to Social Security." From the Washington office, 734 Jackson Place.

Concerning Children

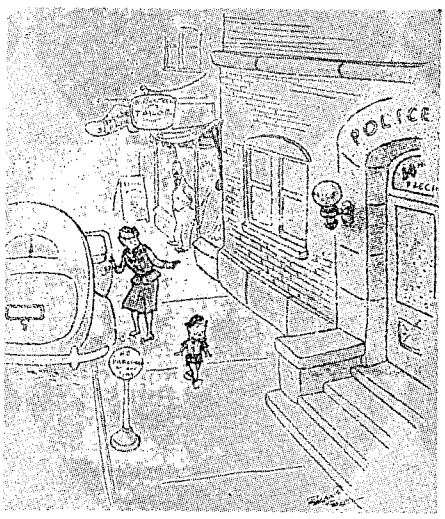
FROM 1000 to 5000 orphaned or abandoned refugee children are soon to come to this country and the other American republics if an agreement reached last month between the U. S. State Department and the Vichy government is carried out. All the children to be affected are under eighteen years of age and are among the estimated 8000 Jewish children in unoccupied France whose parents have died or have been forcibly deported to their former central European homes. Many of them are now living in crowded orphanages or concentration camps. Those who come to this country will be placed in foster family homes by the U. S. Committee for the Care of European Children which has already posted bond for 1000 of them.

Day Care— Last month the first award to a community of Lanham Act funds for a nursery program [see "While Mothers Work," by Kathryn Close, *Survey Midmonthly*, July 1942], went to the Board of Education of New Haven, Conn., which received $30,427 for a project to be supervised by the New Haven Teachers College. So far no word has come of any aid to communities by the Office of Defense Health and Welfare Services from the $400,000 allocated to it by the President in August for the promotion and coordination of day care programs. Quickest means of receiving day care aid seems to be through the WPA which has $6,000,000 at its disposal for this purpose in addition to the use of some Lanham Act funds. That communities which have recently lowered their taxes have little chance of receiving Lanham Act money was indicated by Florence Kerr, assistant administrator of the WPA, when she pointed out to a meeting of the New York City Committee for the Care of Young Children in Wartime that "the federal government regards that simply as a failure to utilize all possible sources of income."

The New York City committee recently issued a report containing the warning that unless additional day care is provided the city will face a serious situation within six months. Day care services, it suggested, should not be regarded as charity, as many employed mothers are "willing and eager" to pay fees, which would partly offset the cost of operation. The report contained four recommendations: the establishment of eight new nursery school centers through the aid of WPA and "other federal authorities"; the extension of the Board of Education's after-school program; the establishment, under the committee's auspices, of an office of information, advice and consultation for mothers; the establishment of a central coordinating committee on daytime care of children.

In Canada provinces have been able to get federal aid for day nurseries through Dominion - Provincial agreements. First such agreement was reached early last summer between the Dominion and the Province of Ontario. The agreement provides that nurseries set up with these funds shall be primarily for children of mothers engaged in war work and shall not contain others in more than a 25 percent proportion; sets up standards for safeguarding the health, welfare and recreational needs of children; requires supervision by local committees representative of child welfare, labor, health and educational organizations; ensures the use of existing facilities; authorizes programs for the after-school care of children. Costs are to be borne on a fifty-fifty basis by the Dominion and Provincial governments, with fees paid by mothers deducted first.

"Standards for Day Nurseries," publication No. 7 of the division of children of the Washington State Department of Social Security sets forth criteria of service and equipment to be used as a guide for groups setting up or conducting day nurseries and as a basis for their evaluation for state certification by the division. From the department, Olympia.



Courtesy of The Saturday Evening Post
"Now go in there and tell them you're lost. . . . I'll pick you up right after my defense meeting."

Merger— On advice of a special study committee appointed by its board of directors last summer, the National Association of Day Nurseries has requested the Child Welfare League of America to take over its national program as of January 1. The proposal was accepted and at present a joint committee of the two agencies is working out future policies. The NADN's action was taken in the interests of eliminating overlapping services and of strengthening the means of coordinating the various types of day care needed in these times. As the association plans to dissolve completely, a committee representative of its board and its New York membership is studying ways and means of carrying on the intensive services to New York City nurseries which have always been a part of its prog-

Jobs and Workers

THE suggestion that it may be necessary to release children from school to aid in war production, recently put forward by Major General Lewis B. Hershey, director of Selective Service, has raised a storm of comment and criticism. The National Child Labor Committee recognizes the constructive possibility of "well designed and carefully supervised work problems developed as educational projects," but deplores "the misuse of children," which the committee reports to be "already widespread." Commenting on a report from North Dakota that in early October 4,000 students had been temporarily withdrawn from the high schools and colleges to help in the grain harvest, *School and Society*, liberal educational journal, suggests: "With all the readjustments that the war has necessitated in educational schedules, it would seem not at all impracticable to arrange for such temporary employment without decreasing in any significant measure the time devoted to school and college duties."

Health Program— How a small local union started and maintained a medical program for its members, safeguarding them particularly from the danger of lead poisoning is told in a brief report by Edward M. Simpson, president of Local No. 88, UAW-CIO in Cleveland, Ohio, and Ethel G. Simpson, secretary of the local's industrial disease and accident committee. The local, after a two-day strike in 1940—"the first and only strike in the country where the issue was solely the health of the workers"—won a complete reorganization of the company's medical department. After the strike, the union established in its headquarters a

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Blackstone Studios
ELBERT K. FRETWELL

Next June when James E. West becomes chief scout of the Boy Scouts of America, the position as Chief Scout Executive, which he has filled for thirty-one years, will be taken over by Elbert K. Fretwell, professor of education at Teachers College, Columbia University. Since 1933 Dr. Fretwell has been a member of the Boy Scouts national executive board, which he now serves as chairman of its division on program and of its committee on education. His long interest in recreation goes back as far as World War I when he organized for the Surgeon General's office the program of physical education and recreation for all the reconstruction hospitals in the United States.

preventive center where members exposed to lead poisoning go periodically for a check-up. The union employs its own medical and legal advisers, and keeps its own health records. The program is financed by an annual assessment of five dollars for each union member. Copies of the report from Mr. and Mrs. E. M. Simpson, 1270 Sunset Road, Mayfield Heights, Ohio.

Detroit Negroes—Race relations are increasingly tense in Detroit, chiefly because of discrimination against Negroes in employment, according to the Michigan correspondent of *The Christian Century*. He reports that of 23,874 persons "on welfare" in Detroit last month, 53 percent were Negroes. A public employment office reported 13,971 Negroes in its active file, 113 with professional or managerial qualifications, 470 clerical, 3,730 service occupations, 869 skilled occupations, 3,617 semi-skilled, 1,206 without "previous classified experience." "So far only a small proportion of the entire group of 14,000 have found permanent places in factory production." Aggravating the employment situation are "economic and social conditions, particularly housing, together with a vast influx of Negroes to Detroit," this writer reports.

Discrimination—The Brewster Aeronautical Corporation in Long Island City, N. Y., was required by State Industrial Commissioner Frieda S. Miller last month to remove from its job application forms a discriminatory question on "religion." Miss Miller is chairman of the Committee on Discrimination in Employment of the State War Council, which has received a number of complaints from those of the Jewish faith alleging discrimination by Brewster. The order was the first to be issued under sections 44 and 45 of the civil rights law prohibiting discrimination by New York's war industries because of race, creed, color, or national origin. Failure to comply with the order within ten days subjects the company to possible criminal prosecution.

Harvard Fellows—The first fifteen holders of the new Harvard University trade union fellowships represent eight unions, including the railway clerks, ladies' garment workers, hatters, electricians, hosiery workers, and fishermen. The plan is a joint venture of Harvard and the unions. The maintenance of the students and half the tuition costs are provided by the unions. The courses covered during the college year include economic analysis, trade unionism and labor problems, human problems of administration, union-management cooperation and job evaluation.

Education

TO COMPEL children of the sect of Jehovah's Witnesses to salute the flag in school is a violation of the right of religious freedom, according to a recent federal court decision in West Virginia, in which the three judges unanimously refused to follow a decision of the Supreme Court of the United States. Pointing out that of the seven justices now members of the Supreme Court who participated in the decision in the Gobitis case four have "given public expression to the view that it is unsound," the three judges said in their opinion:

"Under such circumstances, and believing as we do that the flag salute here required is violative of the religious liberty when required of persons holding the religious view of the plaintiffs, we feel that we would be recreant to our duty as judges if through a blind following of a decision which the Supreme Court itself has thus impaired as an authority, we should deny protection to rights which we regard as among the most sacred of those protected by constitutional guarantees."

In the West Virginia case, the judges lay down the rule that the right to follow religious scruples should not be overridden unless exercise of these scruples presents a "clear and present danger" to the public safety.

Schools Closed—In the interests of educational efficiency, Minneapolis, Minn., school officials have closed 16 of the city's 87 elementary school buildings. The move was the first result of a survey of the Minneapolis school system made by a group of outside school administration experts engaged at the direction of the governor. The preliminary report showed that the city's elementary school population has declined by about 16,000 in the last ten years, and that children from 21 school areas could transfer to newer and better equipped buildings without having to travel unreasonable distances. The report estimated that about $250,000 a year could be saved if 21 buildings—20 of them non-fireproof and eight more than fifty years old—were closed. Closing of the 16 buildings will mean a saving of $175,000 to $200,000 annually.

Teacher Shortage—A shortage of between 50,000 and 100,000 teachers in the nation's schools this year was predicted by Alonzo F. Myers, chairman of the Department of Higher Education of New York University, speaking at a meeting under the joint auspices of the National Association of Manufacturers and the National Education Association last month. The meeting was the tenth of a series organized by the two associations, and brought together representatives of industry and education from New York, New Jersey, and Connecticut. Mr. Myers laid the shortage to the demands of the military forces and the higher pay to be earned in war industry. Pointing out that one half the teachers in this country are paid less than $1,500 a year, Mr. Myers declared that a federal subsidy for education might be necessary, to raise teachers' salaries to "reasonable levels" during the war period.

New Materials—The Council Against Intolerance in America, 17 East 42nd Street, New York, is publishing a monthly manual entitled *American Unity*, providing teachers with material and suggestions for "overcoming the undemocratic attitudes too frequently found among students." It is designed for junior and senior high school use. . . . The Play Schools Association offers a mimeographed Handbook on Play Schools for Group Leaders and Teachers, covering plans, procedures and materials for the all-day care and after-school care of children. Price 15 cents from the association, 1841 Broadway, New York. The

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National Association of Secondary-School Principals and the National Council for the Social Studies, both departments of the National Education Association, offer five "resource units" in problems in American life. Each is concerned with urgent current issues—How Our Government Raises and Spends Money; American Youth Faces the Future; Man and His Machines; Recreation and Morale; Race and Cultural Relations—and has been prepared by outstanding authorities in its field. Price 30 cents each from the NEA, 1201 Sixteenth Street N.W., Washington, D. C. An accompanying manual for teachers is priced at 10 cents.

For Adults—The off-duty activities of men in training camps show the effects of the American movement for adult education, according to report by Robert M. Heininger, national program director for the United Service Organizations. The reports of the educational work going on in almost 1,000 USO clubs and units in all parts of the United States and abroad shows that the demands of the men for informal educational activities are beyond original USO estimates. The various club programs include classes in foreign languages, with German, Italian and Japanese high on the list; classes in mathematics, physics, English, applied psychology for men ambitious for advancement; "hobby" classes in painting, music, photography, short story writing. Classes are started at the request of the men, as are discussion groups.

"School for Americans," by John W. Powell, recently published by the American Association for Adult Education, 525 West 120 Street, New York, is the record of a seven year experiment carried on by the School of Social Studies in San Francisco. The experiment terminated in 1940. The thesis of the school, and of this report, was that "education for adults has to be recalled to the great themes, built again around the great issues and the minds that have mastered them."

Embattled Schools—The Public Education Association in New York City is organizing three mass meetings to bring before New York taxpayers the shortsightedness of cutting the educational budget at this time. The present economy program, the Public Education Association declares, will mean "fewer teachers, larger classes, increased delinquency." Further, it threatens the curtailment of "special services of vital importance to our school children."

Professional

WAR necessity caused the decision last month of the executive committee of the National Conference of Social Work to break down the conference's annual meeting for 1943 into three or four regional meetings. The meetings, which will last for three full days, instead of the usual week, are tentatively scheduled for New York City, March 9-12; St. Louis, April 12-16; Cleveland, May 24-28. Another may be held on the Pacific Coast in late June or early July. The entire program in each case will be focused on the impact of war upon social work and the contribution of social work to the war effort. Sessions will be planned by the Conference's regular program and sectional committees which will take into account the advice of the local group of the area in which the meeting is to be held. The associate groups will arrange programs with one or more of the regional conferences, as they choose.

Another annual meeting to be a casualty of the war is the December Round Table Conference of the American Public Welfare Association which has been called off this year because of "restrictions in travel, transportation, demands upon time." The association will, however, hold its usual series of regional meetings throughout the coming year. It has also called a meeting of the National Council of State Administrators and the National Council of Local Administrators in Chicago, December 11-13.

The National Consumers League is going ahead with its plans to hold an annual meeting at the Hotel Roosevelt in New York on December 5. Attention will be focused on the health and safety of industrial workers.

Public Health Opportunities—The Indiana State Personnel Division has announced unassembled examinations for "public health nurse consultant" and "public health nursing director" open to persons throughout the country with public health nursing experience. Salaries for consultant range from $200 to $250 per month, for director from $250 to $300. Write to the division, 141 South Meridian Street, Indianapolis.

Red Cross Openings—To carry out its plans for expansion of services the American Red Cross is seeking various types of professional personnel to be placed both overseas and at home. [See "From Iceland to the Indies," by Robert E. Bondy, *Survey Midmonthly*, October 1942.] Men of selective service age will be considered only if eligible for deferment for other reasons. Among the overseas positions in Red Cross clubs are: *Club directors*—men; age, 35 to 50; salary, $275 per month plus maintenance; qualifications, five years of executive, administrative, and organizational experience.

Assistant club directors—women; age, 35 to 45; salary, $225 plus maintenance. qualifications: similar to requirements for director.

Program directors—men; age, 30 to 50; salary, $250 plus maintenance; qualifications: three years of full-time work in leisure-time programs.

Assistant program directors—women; age, 25 to 40; salary, $200 plus maintenance; qualifications: similar to requirements for program director.

Recreation staff assistants—women; age, 25 to 35; salary, $150 plus maintenance; qualifications: excellence in one or more recreational skills.

Personal service directors—women; age, 30 to 45; salary, $225 plus maintenance; qualifications: graduation from an accredited school of social work with three years' social work experience, or a minimum of five years' experience in a recognized public or private welfare agency.

Among the domestic and overseas positions in military and naval hospitals:

Medical and psychiatric social workers—women; age, 25 to 45; salary: domestic, $135 to $210 and lodging; overseas, $225 plus $50 maintenance; qualifications: graduation from an accredited school of social work specializing in medical or psychiatric work, two to five years of case work experience, one year of which must have been in hospital service; or a satisfactory equivalent.

Staff social workers—women, age, 25 to 45; salary: domestic, $125 to $200 and lodging; overseas, $225 plus $50 maintenance; qualifications: graduation from an accredited school of social work and two to five years of case work experience; or a satisfactory equivalent.

Hospital recreation workers—women; age 25 to 45; salary: domestic, $135 to $150 and lodging; overseas, $175 plus $50 maintenance; qualifications: graduation from a college or university or two years' academic training and three years of experience in recreation or allied fields.

Among other positions in military and naval centers at home and overseas are:

Field director and assistant field director—men; age, 30 to 50; salary: domestic, $175 to $200 and lodging; overseas, $200 to $225 plus $50 maintenance; qualifications: social work training and experience or experience in organization and administration.

Assistant field director for recreation—men; age, 30 to 50; salary, $225 plus $50 maintenance; qualifications: three years' experience in the recreation field.

For foreign positions apply to Personnel Service, National Headquarters, Washington, D. C. For domestic positions apply to the ARC area offices in New York, Alexandria, Va., St. Louis, San Francisco.

Case Stories—An idea of some of the "blood, sweat, and tears" that have gone into the development of "social work's

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very own art form," the case story, may be gleaned from the Social Work Publicity Council's new how-to-do-it bulletin, "Writing the Case Story," by Basil Beyea. An analysis of the author's own methods used in years of publicity writing for a family agency, the pamphlet suggests techniques of selection, structure and style, for converting the case summary into the case story. Price 60 cents from the council, 130 East 22 Street, New York.

People and Things

LARGE GIFTS and bequests to philanthropic causes rose 63 percent in seven cities in the first six months of 1942 over the same period of 1941, according to announcement of the John Price Jones Corporation, commercial fund raising organization. Nearly 50 percent of the increase was accounted for by gifts to war service organizations and to foreign relief. The total amount of 1942 gifts and bequests amounted to $70,303,176 as compared to $43,051,198 in 1941. The cities included in the report were New York, Chicago, Washington, Philadelphia, Baltimore, Boston and St. Louis.

Military Services— Charles I. Schottland, until recently assistant chief of the U. S. Children's Bureau on loan to the Office of Defense Health and Welfare Services as director of its day care section, is now in the army and will soon attend the School on Military Government. His place at the ODHWS is being taken by James Brunot, who will continue to head the section on community organization. . . . Geoffrey May, until recently deputy assistant director of the ODHWS, is now a lieutenant commander in the navy. He is to serve as assistant chief of the allotment and allowance section in the welfare division of the Navy Bureau of Personnel. . . . Alvin R. Guyler has left his position as program director of the Public Charities Association of Pennsylvania to become a captain in the army air forces. . . . Dr. Irving Knapphas recently left the New York State Training School for Boys, where he served as psychiatrist, to become a captain in the army medical corps.

Chest People— Helen Noyes, formerly director of research for the Omaha, (Neb.) Community Chest and Council of Social Agencies, recently left the chest field to become assistant public health representative with the U. S. Public Health Service . . . . Another person to desert the community chest field is E. J. Keyes, formerly executive secretary of the Oklahoma City Community Chest and Council, who is now assistant field director west of the Mississippi for the United Service Organizations. Mr. Keyes' former position in Oklahoma City is being filled by Rudolph Evjen, erstwhile executive of the Racine, Wis., Community Chest. . . . The Brooklyn Council for Social Planning has a new assistant executive in Adelaide Davison, recently director of the NYA in New Jersey.

Changes— Filling the Russian War Relief Society's newly created position of national director is Arch Mandel, for the past four years assistant executive director of the Greater New York Fund. . . . Ernest E. Goranson, executive secretary of the Chicago Commission, is on loan to the Chicago Defense Council to Serve as assistant deputy coordinator of its Citizens Service Corps. . . . Elizabeth Woodruff Clark, formerly executive director of the National Association of Day Nurseries (see page 313), is serving the St. Louis Planning Council as temporary day care consultant to its bureau of wartime child care. She expects to have her job of organizing a comprehensive day care program for the city completed by the end of December. . . . Major Chester Brown, formerly of the Boston office of the Salvation Army, has been transferred to New York, where he is executive secretary of the social welfare department.

THE PAMPHLET SHELF

For Social Workers

STUDIES IN THE PRACTICE OF FAMILY CASE WORK, by M. Robert Gomberg, Ruth E. Fizdale, and Meyer Brown. 93 pp. Price 50 cents, from the Jewish Family Welfare Society, Brooklyn, N. Y.

Including three papers: Some Aspects of Diagnosis in Family Case Work, by M. Robert Gomberg; Establishing Eligibility for a Private Family Agency as a Case Work Process, by Ruth E. Fizdale; Differentiation in Relief Services of a Public Assistance Agency and a Private Family Society, by Meyer Brown.

CASE RECORDING IN PUBLIC ASSISTANCE. Prepared by the State of New York Department of Social Welfare. 32 pp. Price 10 cents, from the Welfare Publications Editor, 112 State Street, Albany, N. Y.

The report of a study-committee on case recording appointed in 1941 by the New York State Commissioner of Social Welfare.

Volunteers

TRAINING VOLUNTEERS FOR RECREATIONAL SERVICE. by George D. Butler. 57 pp. Price 50 cents, from the National Recreation Association, 315 Fourth Avenue, New York.

Suggestions of steps to be taken in the planning and organization of courses for volunteer recreation workers, as well as of the material for the content of the courses.

THE JUNIOR LEAGUE VOLUNTEER. 32 pp. Price 15 cents, from the Association of Junior Leagues of America, Inc., Waldorf Astoria Hotel, New York.

The principles of Junior League volunteer service and education, with suggested adaptations to war service, set forth as a guide for volunteer placement chairmen.

Consumer Interests

CONSUMER PROBLEMS AND PROJECTS, by Brooks Spivey Creedy and Rose Terlin. 72 pp. Price 35 cents, from the Womans Press, 600 Lexington Avenue, New York.

A guide to the field of consumer problems prepared with the help of the Consumer Division of the Office of Price Administration.

MORE FOR YOUR MONEY, by Carol Willis Moffett. 31 pp. Public Affairs Pamphlet No. 63.

HOMES TO LIVE IN, by Elizabeth Ogg and Harold Sanbank. 31 pp. Public Affairs Pamphlet No. 66.

HOW TO WIN ON THE HOME FRONT. by Helen Dallas. 32 pp. Public Affairs Pamphlet No. 72.

Price 10 cents each, from the Public Affairs Committee, Inc., 30 Rockefeller Plaza, New York.

The first presents the consumer with wise buying methods; the second with hints for making a home more comfortable; the third with suggestions for a wartime budget that takes cognizance of higher prices and taxes but includes war stamps and bonds.

Of the Family

GROWING UP IN A WORLD AT WAR. 26 pp. Single copies 25 cents, lots of fifteen, 10 cents, from the Institute for Psychoanalysis, 43 East Ohio Street, Chicago.

Ways of meeting the emotional problems brought to children by the war.

WAR CHALLENGES THE FAMILY. 19 pp. Price 5 cents, from the Association for Family Living, 220 South State Street, Chicago. Prepared by the Association's staff, through a grant from the Leah Blumberg Memorial Fund.

A discussion of the part the family plays in general morale, war sacrifices, the growth of tolerance or intolerance and other war-borne situations.

WHAT PARENTS ARE SAYING IN WARTIME. by Jean Schick Grossman. 28 pp. Price 20 cents, from the Play Schools Association, 1841 Broadway, New York.

A digest of a series of discussion meetings held by a group of mothers in a New York community center shortly after Pearl Harbor.

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Book Reviews

The Rankian Method

TRAINING FOR SKILL IN SOCIAL CASE WORK, edited by Virginia P. Robinson. University of Pennsylvania Press. 126 pp. Price $1.50, postpaid by Survey Associates, Inc.

THIS book, written by faculty and student supervisors of the Pennsylvania School of Social Work, sets forth the philosophy of their case work practice as it affects content and method of professional education. Two supplementary papers—a reprint of Jessie Taft's article on "The Relation of Function to Process," and a paper by Kenneth Pray on "The Agency's Role in Service" are included because they clarify the concepts of "function" and "process" essential to an understanding of skill.

Miss Robinson's excellent introductory paper on "The Meaning of Skill" presents the philosophical basis from which professional education must be developed. Skill, she says, rests upon knowledge but is distinguished from knowledge in that it involves effecting change in an object. This requires of the workman thorough familiarity with the quality and pliability of material. Skill in social case work, therefore, centers upon the unique function of each social agency, as the means of meeting a human being's resistance to change and his right to accept or refuse the help offered. In practice the student makes his contact with the client as a representative of a case work agency whose policies, limitations and structure he must accept and use. The second major point in learning for the student, concerns his relation to his supervisor through which he himself goes through the experience of taking help.

At the Pennsylvania School the instructor in case work is also field work adviser for students. The process by which student adviser and agency supervisor are able to share in the student's professional development and at the same time keep their roles distinct is explained in Goldie Basch's paper on "Class Room and Field Work" and in two articles on "Supervision of Field Work" written by supervisors.

Dr. Taft's article, "The Function of the Personality Course," gives credit to Rank's influence in the Pennsylvania School for the development of a case work method without dependence upon another profession. Other methods she criticizes as too dependent upon psychoanalysis both for the orientation of the case work and for the preparation of case workers. To Dr. Taft the essential factor in adequate training of students lies in the "experience of taking help (through supervision) within a professionally controlled and limited relationship."

Though the book contains a good deal of repetitious explanation, it offers a clear-cut description of one philosophy and method of education for social case work.

LEAH FEDER
Boston University School of Social Work

Strengthening the Child

PSYCHOTHERAPY WITH CHILDREN, by Frederick H. Allen, M.D. Norton. 311 pp. Price $3.50, postpaid by Survey Associates, Inc.

APPROPRIATELY and importantly in these days of vast movements of men and materials comes a book devoted to the individual and his struggle to find himself in relation to his fellows. In this book Dr. Allen gives expression to the essence of everything for which democracy is now fighting.

The philosophy and the method which he describes have grown out of his experience in the Philadelphia Child Guidance Clinic which he organized seventeen years ago and where he integrated the three disciplines of psychiatry, psychology, and social work, into a service which has exerted a profound influence upon the lives of individual children and upon the community.

The book describes the problems which bring children to the clinic as by-products of the experience of growth, from birth to adult life. He discusses what is involved for the child in achieving a personality of his own, separate from but related to the members of his family and the people in the world outside, and in assuming the responsibilities that are a part of growing up.

Because of these by-products children come to the clinic. In the hour with the therapist, which through successive weeks usually forms the framework of treatment, the child is free to initiate in play or conversation whatever he likes, but in his activity with the therapist finds the experience of relating himself to another individual. Rather than a cure for the problems of living, the process is a help toward strengthening the child for overcoming some of the obstacles in his path.

Dr. Allen discusses the therapeutic experience in its many aspects—the meaning that the first hour has for the child, how the child moves through the various stages in relationship, the part of play not as a technique of the therapist but as a medium of expression for the child, and the significance of the ending of the experience, an ending which often is either actively determined by the child or accepted by him as appropriate and symptomatic of his emergence as a person in his own right.

Drawing upon his work to illustrate his philosophy and method, the author emphasizes the responsibility of the individual for himself and his active participation in his own treatment.

For psychiatrists, psychologists, and social workers in clinical service this would seem to be an indispensable textbook. To parents and teachers the stories—to call them case illustrations is inadequate—will bring interest and insight into the life of childhood. To the general reader the book offers a reaffirmation of belief in the individual and in the constructive forces that can be released when the integrity of human personality is recognized and appreciated.

Washington, D.C. KARL DESCHWEINITZ

Objective Observation

SOCIAL RESEARCH, A Study in the Methods of Gathering Data, by George A. Lundberg. Longmans, Green & Co. Second edition. 426 pp. Price $3.25, postpaid by Survey Associates, Inc.

ALL knowledge of social conditions and all social science rest on observations made and reported by someone, somewhere, somehow. The superstructure of analysis and conclusion is no firmer than the foundation of the observations on which it rests. Examination of the primary process of observation and of the recording of facts relating to the operation of social life is the author's concern in this book. The accumulation of reliable and scientifically usable social data is his quest.

Among the many facts of primary importance to the study and understanding of the workings of society are those on the attitudes and opinions held by its members. The book devotes a full chapter to the methods by which these may be observed and recorded. That attitudes are highly subjective in nature does not preclude their being objectively observed. It is only necessary to have a system of observation of them and a terminology for referring to them to make it possible for the "scientific fact" to appear the same to "all competent observers."

To the reader interested in these and related matters, Professor Lundberg's book is bound to be absorbing, although it is in a "sociology series" and is obviously intended as a tool in college teaching. The author has found it possible to present technical problems in language that can be understood by any ordinarily intelligent person.

This edition, the second, has been almost completely rewritten. Since the appearance of the first version in 1929, Professor Lundberg has published his "Foundations of Sociology" (1939) to which he refers the reader fairly frequently for a more extended discussion of theoretical questions in methodology. He draws upon experience gained in

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several substantial studies in the intervening years, as well as upon the considerable body of relevant material published by other authors.

It is to be expected that persons engaged in social research or preparing for a career in that hazardous occupation will acquaint themselves with Professor Lundberg's latest treatment of the subject. Careful reading might also be advantageous to the consumers of social research—the administrators of government, business, education and the social services. One can hardly think of an easier way by which many of them could enhance their powers of discrimination.

NEVA R. DEARDORFF
Welfare Council of New York City

For Health Workers

THE MODERN ATTACK ON TUBERCULOSIS, by Henry D. Chadwick, M.D., and Alton S. Pope, M.D. Commonwealth Fund. 95 pp. Price $1, postpaid by Survey Associates, Inc.

THE authors have attempted to condense in this small volume the essential facts in the control of tuberculosis as practiced today. They have emphasized the broad principles underlying a modern control program rather than the exact methods of procedure used by the various authors upon which they have drawn. This is wise because health workers have been known to run into difficulty in trying to duplicate the program of others.

The book points out that "wholehearted public acceptance of responsibility for a complete control program is the indispensable foundation for any effective control program." This principle is not fully recognized by all workers, yet if the public could be awakened to its responsibility and the importance of the use of existing facilities, much greater strides could be made in the control of the disease than are being witnessed at this time.

Case finding methods constitute a major portion of the handbook. This may surprise those who feel that the sanatorium and hospital are the chief instruments in the control of the disease. These institutions are an important part of the program as a whole, but as the authors point out, "treatment of the active case is still essential, . . . as much for the removal of a focus of infection as for the arrest of the disease."

Some practical suggestions are offered for the examination and supervision of contacts. The authors recognize that the routine supervision of all persons exposed to infection for an indefinite period is neither necessary nor a legitimate use of funds. Essentially the same procedures discussed here have been practiced for several years in New York City. The elimination of a substantial part of the clinic case load in which experience has indicated nothing of practical importance can be accomplished, has led to more time for the really important case and an expansion of the clinic facilities in case finding.

The subject of mass examinations as a method in case finding is also discussed. This section might have been greatly strengthened by some rearrangement of the material so that the emphasis would be placed on specific groups in the order of their importance. However, it contains references to a number of studies in this field that can be explored by the reader.

It is safe to say that if tuberculosis workers generally would apply the major principles reviewed in this book, they would be able to streamline their services to the end that the greatest yield will be obtained for the dollar spent.

HERBERT R. EDWARDS, M.D.
Department of Health, New York City

VITAMINS AND MINERALS FOR EVERYONE, by Alida Frances Pattee. Putnam. 242 pp. Price $2, postpaid by Survey Associates.

A Guide to Nutrition

MORE and more are the nutritionists, dietitians, physicians, and others who help in nutrition planning looking for an accessible and reliable source book for vitamin and mineral information. In this book we find charts giving analysis of most every common food for vitamin and mineral potency.

Each vitamin is treated in a separate chapter. The charts for each chapter give the vitamin analysis in descending potency and also in alphabetical listing of foods. In other words, if you are interested in foods rich in vitamin A, turn to the chapter on vitamin A and you will find the complete charts and story.

Included are vitamin A, the B complex, thiamin, riboflavin, pyridoxine, nicotinic acid, pantothenic acid, citrin, vitamin D, vitamin E and vitamin K.

The minerals discussed are calcium, phosphorus, iron, iodine, sodium and chlorine, copper, potassium and magnesium, sulphur, cobalt and zinc. Then there is a chapter on acid- and alkaline-ash foods. There are also charts on minerals alphabetically arranged and in descending potency.

To make the work valuable as a reference book, the recommended dietary allowances suggested by the committee on food and nutrition of the National Research Council is included as are suggestions for healthful meals and sample menus. A more detailed table of nutritive values of food completes the book.

This book should not be considered as a technical book for professionals but as a guide for persons who are teaching or advising lay groups in nutrition either by the spoken or written word. Because so many facts and figures are included it will save hours of digging.

New York NORMAN JOLLIFFE, M.D.

Guidance from the Beginning

HISTORY OF VOCATIONAL GUIDANCE, by John Brewer and others. Harper. 344 pp. Price $4, postpaid by Survey Associates, Inc.

THE first comprehensive account of the vocational guidance movement since its inception in this country a third of a century ago, is recorded in this interesting book. It discusses the philosophy of guidance, its scope, tools, methods, terminology, institutions, organization, and administration, and evaluates its processes.

The rise of vocational guidance is ascribed to four basic factors: division of labor; growth of technology; education; the spread of modern forms of democracy. We learn that the origin of the systematic application of guidance came through the work of the publicist, the social worker, the teacher and the promoter of adult education; that books offering occupational information and addressed to parents, teachers, educators, and incidentally to the young, began to appear as early as 1747. The beginnings of practical guidance work seem, however, to be somewhat confused, but the contributions of Richards, Merrill, Davis and, in more recent years, the work of Meyer Bloomfield and Frank Parsons are mentioned as especially important. Indeed, Frank Parsons, who began the pioneer work of the Vocation Bureau of Boston, is frequently designated as the founder of guidance. Dr. Brewer tells us that Parsons, appalled by the lack of

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training afforded either before or after an individual obtained employment, was led to study the industrial situation which brought him to an ever-increasing realization of the miserable condition of the masses, and imbued him with an eagerness to better conditions.

The first vocational guidance center is described in some detail and the great influence which it exerted is stressed. One chapter, which has historic value, is devoted to a survey of several city, state, county, and federal organizations patterned to some extent after this model bureau. Another chapter, "Using Existing Facilities," emphasizes the need for continued experimentation and the evaluation of different methods. It points out that new methods, tools, and devices that seem promising should be tried out and that counselors should be made aware of the fact that "guidance" is not some static device but a flexible tool that may be readily adjusted to meet changing industrial situations. The chapter on the "Application of Psychology to Vocational Guidance" is as fair as such a brief review could be. The vocational psychologist may well heed the admonition to adhere faithfully to democratic principles and to remember that helping the individual to develop so that he may guide himself rightly is the most successful type of guidance. Dr. Brewer expresses the hope that a new profession of counseling will arise as sensitiveness to the subtle implications of true democracy in human relationships increases. Social workers, counselors, psychologists, and teachers will find the book instructive.

EMILY THORP BURR
Vocational Adjustment Bureau

Post-College Life

THEY WENT TO COLLEGE—A STUDY OF 951 FORMER UNIVERSITY STUDENTS, by C. Robert Pace. University of Minnesota Press. 148 pp. Price $2.50, postpaid by Survey Associates, Inc.

MEASURED by the yardstick of this investigation, most of its college bred readers will discover they are educational failures. Although achieving a healthy loss of class consciousness, the author and collaborators are dismayed to find so few differences between graduates and non-graduates, eight to twelve years after leaving their alma mater. Yet these young people are not disappointed with their education.

Eighty percent were married and 60 percent had children. Roughly the culture and economy of this representative sample of the population is as follows: Both men and women were well satisfied with their jobs, but not with their upper middle class incomes. Half the graduates were professional, the remainder white collar workers, skilled manual workers, or homeworkers. Only 20 percent felt occupationally maladjusted. Many had suffered unemployment but less often than non-graduates. Fifty-five

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percent of the wives worked to meet expenses without marked disadvantage to the home.

Their mental hygiene is good if judged by zest for living, tolerances, contentment, absence of serious family friction, stamina in adversity. Health protection habits were far higher than those of the general population. As consumers, their purchasing and repair habits, though inconsistent in economics, reflect better than average judgment. The majority possess electrical conveniences, musical instruments, and one bathroom. Leisure time was spent chiefly in spectator enjoyment, rather than in active hobbies and sports — parties, symphonies, museums. Their movie selection was not bad, but they read big circulation magazines, not quality journals; sports, comic strips and financial pages, not editorials. We have no index of differences in evaluation of what they read. The investigators lament the conservative bias, the unadult range of reading, lack of interest in self-improvement, in community management, non-support of public and private agencies, non-recognition of social change. Although expressing desire for reliable information on current affairs they do not go to sources such as *The Survey* magazines.

In extenuation, let us suggest that when you lack servants in the thick of infant and home care, are learning to live with each other, to meet emergencies, buy furniture, pay off debts, you are, of necessity, self-centered. There is not much time or money until later for art, book-buying, broader citizenship responsibility, and militant reform. The evidence for unawareness of the relation of contemporary world dilemmas to their own lines is unconvincing. But granting that a new educational pattern is called for, who can present to the undergraduate a blueprint for post-college life? His primary concerns at college age are emotional solutions. Hence the professorial fallacy of expecting so much more to have been acquired than was disclosed in this research.

Vassar College MIRIAM C. GOULD

Suggestions for Living

THE ART OF SELF-CONTROL, by Ralph A. Habas. Reynal & Hitchcock. 284 pp. Price $2, postpaid by Survey Associates, Inc.

THIS book contains many amusing and interesting suggestions about the art of living. Some of them are practical, and the anecdotes from others' lives are particularly interesting. Unfortunately, the author does not use recent material which has been developed as to unconscious forces functioning in individuals. His suggestions on not talking about fears or repressing one's fears and anxieties would be very harmful if put into practice and are contrary to recent psychiatric trends.

New York A. LOUISE BRUSH, M.D.

Directory of Social Organizations (cont.)

Health

NATIONAL JEWISH HOSPITAL AT DENVER, 3800 East Colfax Ave., Denver, Colorado, Samuel Schaefer, executive secretary, Chas. J. Kaufman, M.D., Medical Director, Free, non-sectarian for needy tuberculous adults and children (kosher dietary). Maintains children's preventorium. Medical, educational, vocational, occupational, psychological, psychiatric and social services. Esther Cohen, director of Social Service and Vocational Therapy. Applications, New York area: 19 West 44th St., Philip Houtz, director; Philadelphia area: 1103 Widener Building, Harold Greenspun, director; Chicago area: 30 North La Salle St. Other applications through local Jewish Federation and Welfare Funds or direct to Hospital.

NATIONAL ORGANIZATION FOR PUBLIC HEALTH NURSING—1790 Broadway at 58th St., New York. Ruth Houlton, R.N., Gen. Dir. Advisory Service, statistics, monthly magazine, Public Health Nursing.

NATIONAL TUBERCULOSIS ASSOCIATION—1790 Broadway, at 58th St., New York, Dr. Kendall Emerson, managing director. Pamphlets of methods and program for the prevention of tuberculosis. Publications sold and distributed through state associations in every state. American Review of Tuberculosis, medical journal, $8.00 a year; and Monthly Bulletin, house organ, free.

PLANNED PARENTHOOD FEDERATION OF AMERICA, INC. (formerly Birth Control Federation of America)—A clearing house cooperating with social workers in referring indigent mothers to medically directed birth control clinics in 42 states, including 20 centers in Greater New York. In areas lacking centers, qualified physicians are available. Phone or write: 501 Madison Avenue, New York City. Wickersham 2-8600. Honorary Chairman, Margaret Sanger. President, Richard N. Pierson, M.D.; National Director, D. Kenneth Rose; Medical Director, Claude C. Pierce, M.D.

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BOYS' ATHLETIC LEAGUE, INC., 70 Fifth Avenue, New York City. Coordinates the athletic work of 100 Boys' Clubs, Settlement Houses and Community Centers in Greater New York. Gustavus T. Kirby, Honorary President; Edward P. F. Eagan, President; Edson K. Green, Treasurer; Willard L. Kauth, Director. Sponsors the Benjamin Harrison Recreation Center, 657 Tenth Avenue, the Theodore Roosevelt Recreation Center, 698 Tenth Avenue, the Lincoln Recreation Center, 235 West 113 Street, the Forty-Ninth Street Craft Shop, 424 West 49 Street, the Tot Lot, 422 West Forty-Ninth Street, Camp Sebago and Camp Wakonda in the Interstate Park.

BOYS' CLUBS OF AMERICA, INC., 381 Fourth Avenue, N.Y.C.—David W. Armstrong, Exec. Dir. A national organization. Serves member Clubs in programs, activities, methods, financing. Organizes new Clubs. BoysCluBs prepare boys for responsibilities of citizenship. Activities include recreation, physical and health training, vocational training and guidance, and character building under leadership. Work with boys from low income areas.

BOY SCOUTS OF AMERICA, 2 Park Ave., N.Y.C. Inc. in 1910 & chartered by Congress in 1916 to develop character in boys & train them in citizenship. Programs: Cubbing, boys 9-11; Scouting, 12 and older; Senior Scouting, 15 years and older, available locally through sponsorship by schools, churches, fraternal orders, civic groups, etc. Walter W. Head, Pres., James E. West, Chief Scout Executive.

CHILD WELFARE LEAGUE OF AMERICA—130 E. 22nd Street, New York City. A league of children's agencies and institutions to secure improved standards and methods in their various fields of work. It also cooperates with other children's agencies, cities, states, churches, fraternal orders and other civic groups to work out worthwhile results in phase of child welfare in which they are interested.

THE NATIONAL SOCIETY FOR CRIPPLED CHILDREN OF THE U.S.A., INC., Elyria, Ohio. E. W. Palmer, Kingsport, Tenn., President; E. Jay Howenstine, Executive Secretary. Promotes organization of national, state, provincial and local societies for crippled children. Aids in development of their programs. Assists in drafting and securing the passage of legislation in behalf of cripples. Maintains a Bureau of Information with loan library service. Conducts yearly an Easter Crippled Children Seal Campaign. Bulletins. "The Crippled Child" magazine, bimonthly, $1 a year.

THE SAVE THE CHILDREN FEDERATION, INC., 1 Madison Avenue, New York, founded in 1932 for relief, guidance, and welfare of underprivileged children in neglected areas in this and other countries on non-sectarian and non-racial principles. Organization is working in the United States through local County and Community Committees, and rural social welfare workers, and overseas through affiliations with well established welfare groups. Invites interest and cooperation. Literature on request.

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Family Living

ASSOCIATION FOR FAMILY LIVING, THE. Resource in child guidance, marriage and family relations. Speakers, counseling, library and materials in youth and parent education. 220 S. State St., Chicago.

THE AMERICAN INSTITUTE OF FAMILY RELATIONS (inc. 1930), directed by Paul Popenoe. Public education, personal service, research. Write for list of publications. 607 S. Hill St., Los Angeles, Calif.

Foundations

AMERICAN FOUNDATION FOR THE BLIND, INC.—15 West 16th Street, New York. A national organization for research and field service. Activities include: assistance to state and local agencies in organizing activities and promoting legislation; research in legislation, vocations, statistics, and mechanical appliances for the blind; maintenance of a reference lending library. M. C. Migel, President; Robert B. Irwin, Executive Director.

RUSSELL SAGE FOUNDATION—For the Improvement of Living Conditions—Shelby M. Harrison, General Director; 130 E. 22nd St., New York. Departments: Arts and Social Work, Charity Organization, Consumer Credit Studies, Industrial Studies, Library, Social Work Interpretation, Social Work Year Book, Statistics, Surveys. The publications of the Russell Sage Foundation offer to the public in practical and inexpensive form some of the most important results of its work. Catalogue sent upon request.

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THE OSBORNE ASSOCIATION, INC., 114 East 30th Street, New York, N. Y. Telephone CAledonia 5-9720-9721. Activities:—Collects information about penal institutions and works to improve standards of care in penal institutions. Aids discharged prisoners in their problems of readjustment by securing employment and giving such other assistance as they may require. Wm. B. Cox, Executive Secretary.

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Industrial Democracy

LEAGUE FOR INDUSTRIAL DEMOCRACY—Promotes a better understanding of problems of democracy in industry through its pamphlet, research and lecture services and organization of college and city groups. Executive Director, Harry W. Laidler, 112 East 19th Street, New York City.

National Conference

NATIONAL CONFERENCE OF SOCIAL WORK—Fred K. Hoehler, President, Chicago; Howard R. Knight, Secretary, 82 N. High St., Columbus, Ohio. The Conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting and issues a quarterly Bulletin. The seventieth annual convention of the Conference will be held in the form of three regional meetings scheduled as follows: New York City, March 8-12; St. Louis, Mo., April 12-16; Cleveland, Ohio, May 24-28. Proceedings are sent free of charge to all members upon payment of a membership fee of $5.

National Red Cross

THE AMERICAN RED CROSS—Administered through National Headquarters in Washington, D. C., and three Branch Offices in San Francisco, St. Louis and Alexandria, Va. There are 3,721 local Chapters organized mostly on a county basis. Services of the Red Cross are: Disaster Relief, First Aid, Water Safety and Accident Prevention, Junior Red Cross, Medical and Health Services, Nursing Service, Services to the Armed Forces, and Volunteer Special Services.

Religious Organizations

HOME MISSIONS COUNCIL OF NORTH AMERICA—297 Fourth Ave., New York City. The Inter-Denominational body of the home mission boards of 23 denominations of the United States and Canada. President, George Pitt Beers; Executive Secretaries, Edith E. Lowry, Mark A. Dawber; Migrant Supervisor, Western Area, Mrs. F. E. Shotwell, 3330 West Adams Blvd., Los Angeles, Calif.; Migrant Supervisor, Gulf to Great Lakes Area, Miss Helen White, 1411 Locust Street, St. Louis, Mo.

JEWISH WELFARE BOARD, 220 Fifth Avenue, New York City. Frank L. Weil, President; Carl M. Loeb, Jr., Treasurer; Joseph Rosenzweig, Secretary; Louis Kraft, Executive Director. A national agency serving as parent body for Jewish Community Centers, YMHAs, etc., and providing welfare, religious and social activities for soldiers and sailors and other members of defense forces. A member of the United Service Organizations.

NATIONAL BOARD, YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS, 600 Lexington Ave., New York City. An international Christian woman movement devoted to service for women and girls and the attempt to help build a society in which the abundant life is possible for every individual.

NATIONAL COUNCIL OF JEWISH WOMEN, INC.—1819 Broadway, New York City. Mrs. Maurice L. Goldman, President; Mrs. Karl J. Kaufmann, Chairman Ex. Com.; Miss Flora R. Rothenberg, Ex. Dir. Organization of Jewish women initiating and developing programs and activities in service for foreign born, peace, social legislation, adult Jewish education, and social welfare. Conducts bureau of international service. Serves as clearing bureau for local affiliated groups throughout the country.

NATIONAL COUNCIL OF YOUNG MEN'S CHRISTIAN ASSOCIATIONS—347 Madison Ave., New York City. 1187 local Associations federated for Christian leadership and citizenship training among young men and boys.

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Professional Education for Social Work

For positions of responsibility in social work, professional education is essential. The following schools constitute the membership of the American Association of Schools of Social Work. Schools offering a curriculum of one year are indicated by *. Schools not so marked offer two years or more. Correspondence with individual schools is recommended. For information regarding the Association address the Secretary, Miss Leona Massoth, University of Pittsburgh.

ATLANTA UNIVERSITY SCHOOL OF SOCIAL WORK
247 Henry St., S.W., Atlanta, Ga.
Forrester B. Washington, *Director*

BOSTON COLLEGE SCHOOL OF SOCIAL WORK
126 Newbury Street, Boston, Mass.
Rev. Walter McGuinn, S.J., *Dean*

BOSTON UNIVERSITY, SCHOOL OF SOCIAL WORK
84 Exeter St., Boston, Mass.
Richard K. Conant, *Dean*

BRYN MAWR COLLEGE, Bryn Mawr, Pa.
Carola Woerishoffer Graduate Dept. of Social Economy and Social Research
Mildred Fairchild, *Director*

UNIVERSITY OF BUFFALO SCHOOL OF SOCIAL WORK
University Campus, and 25 Niagara Square
Niles Carpenter, *Dean*

UNIVERSITY OF CALIFORNIA, Berkeley, Calif.
Department of Social Welfare
Harry M. Cassidy, *Director*

CARNEGIE INSTITUTE OF TECHNOLOGY
Department of Social Work, Pittsburgh, Pa.
Mary Clarke Burnett, *Head of Department*

CATHOLIC UNIVERSITY OF AMERICA
School of Social Work, Washington, D. C.
Rev. Thomas E. Mitchell, *Dean*

UNIVERSITY OF CHICAGO, Chicago, Ill.
School of Social Service Administration
Helen Wright, *Dean*

UNIVERSITY OF DENVER, Denver, Colorado
Department of Social Work
Florence W. Hutsinpillar, *Director*

FORDHAM UNIVERSITY SCHOOL OF SOCIAL SERVICE
134 East 39th Street, New York, N. Y.
Miss Anna E. King, *Dean*

*UNIVERSITY OF HAWAII, Honolulu, Hawaii
Department of Social Work Training
Ferris F. Laune, *Director*

*HOWARD UNIVERSITY, Washington, D. C.
Graduate Division of Social Work
Inadel Burns Lindsay, *Acting Director*

INDIANA UNIVERSITY, Indianapolis, Indiana
Training Course for Social Work
Louis E. Evans, *in charge*

*LOUISIANA STATE UNIVERSITY, Baton Rouge, La.
School of Social Welfare
Earl E. Klein, *Director*

UNIVERSITY OF LOUISVILLE, Louisville, Ky.
Graduate Division of Social Administration
John J. Cronin, *Director*

LOYOLA UNIVERSITY SCHOOL OF SOCIAL WORK
28 North Franklin Street, Chicago, Ill.
Roman L. Haremski, *Acting Dean*

UNIVERSITY OF MICHIGAN, Curriculum in Social Work, 60 Farnsworth Ave., Detroit, Michigan
Robert W. Kelso, *Director*

UNIVERSITY OF MINNESOTA, Minneapolis, Minn.
Graduate Course in Social Work
F. Stuart Chapin, *Director*

THE MONTREAL SCHOOL OF SOCIAL WORK
3600 University St., Montreal, Canada
Dorothy King, *Director*

NATIONAL CATHOLIC SCHOOL OF SOCIAL SERVICE
2400 19th Street, N.W., Washington, D. C.
Rev. Lucian L. Lauerman, *Director*

UNIVERSITY OF NEBRASKA, Lincoln, Neb.
Graduate School of Social Work
Frank Z. Glick, *Director*

THE NEW YORK SCHOOL OF SOCIAL WORK
of Columbia University
122 East 22nd Street, New York, N. Y.
Walter W. Pettit, *Director*

UNIVERSITY OF NORTH CAROLINA, Division of Public Welfare and Social Work, Chapel Hill, N. C.
Roy M. Brown, *Director*

OHIO STATE UNIVERSITY, Columbus, Ohio
School of Social Administration
Charles C. Stillman, *Director*

*UNIVERSITY OF OKLAHOMA, Norman, Oklahoma
School of Social Work
J. J. Rhyne, *Director*

UNIVERSITY OF PENNSYLVANIA, Philadelphia, Pa.
Pennsylvania School of Social Work
Kenneth L. M. Pray, *Director*

UNIVERSITY OF PITTSBURGH, Pittsburgh, Pa.
School of Applied Social Sciences
W. I. Newstetter, *Dean*

SCHOOL OF SOCIAL SERVICE
SAINT LOUIS UNIVERSITY
St. Louis, Missouri
Rev. A. H. Scheller, S.J., *Director*

SIMMONS COLLEGE SCHOOL OF SOCIAL WORK
18 Somerset Street, Boston, Mass.
Katharine D. Hardwick, *Director*

SMITH COLLEGE SCHOOL FOR SOCIAL WORK
Northampton, Massachusetts
Everett Kimball, *Director*

UNIVERSITY OF SOUTHERN CALIFORNIA, Los Angeles
Graduate School of Social Work
Arlien Johnson, *Dean*

UNIVERSITY OF TORONTO, Toronto, Canada
School of Social Work
Stuart K. Jaffary, *Director*

TULANE UNIVERSITY, New Orleans, Louisiana
School of Social Work
Elizabeth Wisner, *Dean*

*UNIVERSITY OF UTAH, School of Social Work
Salt Lake City, Utah
Arthur L. Beeley, *Dean*

*STATE COLLEGE OF WASHINGTON, Pullman, Wash.
Graduate School of Social Work
Bertha Gerber, *Director*

UNIVERSITY OF WASHINGTON, Seattle
Graduate School of Social Work
Ernest Witte, *Director*

WASHINGTON UNIVERSITY, St. Louis, Missouri
George Warren Brown, Dept. of Social Work
Frank J. Bruno, *Head of Department*

WAYNE UNIVERSITY, Detroit, Michigan
School of Public Affairs & Social Work
Lent D. Upson, *Director*

WESTERN RESERVE UNIVERSITY, Cleveland, Ohio
School of Applied Social Sciences
Leonard W. Mayo, *Dean*

*WEST VIRGINIA UNIVERSITY, Morgantown, W. Va.
Department of Social Work
E. M. Sunley, *Head of Department*

COLLEGE OF WILLIAM AND MARY
Richmond School of Social Work, Richmond, Va.
Henry Coe Lanpher, *Director*

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